

TO: Plan Participant, Church Treasurer, or Benefits Administrator
FROM: PCA RBI Office
SUBJECT: PCA Group Insurance – New PCA Insurance Rates for 2022
DATE: October 2021

The Board of Directors of PCA Retirement & Benefits has approved PCA Group Insurance products and rates for 2022. This year is unusual in that we have premium changes for all products except ServantCare Counseling. The new rates become effective January 1, 2022 and will be reflected on the monthly invoice beginning in January. As a reminder, your PCA Group invoice reflects *current month insurance coverage* and *current month premiums due*. We do not invoice a month in advance.

Life Insurance Terms:

All PCA Life insurance is term insurance based on volume and age on January 1 each year. You will see the Rate Sheet lists these products with premium and benefit changes in 5-year increments.

- **Basic Life** is level in premium and benefit for ages 18 to 64. Premium and benefit *decrease* in 5-year increments beginning at age 65.
- **Standard Life** is level in premium and benefit for ages 18 to 49. Benefit *decreases* in 5-year increments beginning at age 50, but premium *remains constant* across the age terms.
- **Enhanced Life** (including spouse life) is both volume and age based. Premium is level for ages 18 to 29. Premium *increases* in 5-year increments beginning at age 30. Benefit *decreases* in 5-year increments *beginning at age 65*.

The January 2022 invoice will reflect changes in the premiums and coverage levels as these ages/terms have been reached by your staff. Please do not submit invoice payment until you receive the invoice.

Insurance Premium (rate) Changes for 2022:

Product Name	Rate Change?	Plan Change?	Informational Note:
Basic Term Life Insurance (includes AD&D)	Yes	No	MetLife remains our life insurance provider and each life Insurance product reflects an increase for Employee, Spouse and/or Dependent products.
Standard Term Life Insurance	Yes	No	
Enhanced Term Life Insurance Employee, Spouse, Child(ren)	Yes	No	
Accidental Death & Dismemberment Employee or Family	Yes	No	Our voluntary AD&D reflects a slight premium change for 2022.
Long Term Disability Enhanced, Basic, and Voluntary	Yes	No	This is likely our most used benefit does also reflect a premium increase.
Long and Short Term Disability Enhanced, Basic, and Voluntary	Yes	No	The combined Short and Long Term Disability products reflect a premium change.
Dental: Basic, Enhanced, Voluntary	Yes	No	The premium increase includes a 5% increase from MetLife, our carrier.
Vision: Basic, Enhanced, Voluntary	Yes	No	Vision insurance reflects a slight increase.

Call our office today with questions you may have about the information in this memo. You may also send your question by email to benefits@pcarbi.org.