



Effective July 1st, 2019
The State of New Mexico will be switching life carriers to
The Hartford Life Insurance Company



As this is short notice of a plan transition, the Risk Management Division and Erisa would like to make every effort to assist you to better understand this transition, and what it means to plan participants. The following FAQ is designed to help answer some questions you may have.

Q: Will my \$50,000 Basic Life and AD&D coverage change?

A: The Basic Life and AD&D coverage remains in place and will continue to be an automatic enrollment for benefit-eligible employees. The premium will continue to be paid by the employer (SoNM/LPB Agencies).

Q: Is this change Mandatory?

A: **This change is mandatory as it is a change in provider.**

If an employee who is currently enrolled in supplemental coverage (e.g., Employee Additional Life, Dependent Spouse/Domestic Partner (DP) Life, or Child/ren Life Coverage), the employee can remove or add coverage at any time. However, if coverage is requested outside of the Special Open Enrollment event, or outside of first time eligibility, an ***Evidence of Insurability (EOI)** is required.

Q: How do we handle setting up the auto-deductions for Supplemental coverage?

A: Employees who had coverage in place on June 30, 2019 with Securian/Minnesota will be transferred over to The Hartford. The coverage amounts will be entered into SHARE and will start to auto-deduct through payroll. The first deduction will be reflected on the pay advice of July 19th. No action is required by employee.

Q: Can an employee continue with Securian for coverage?

A: All coverage that was in place with Securian/Minnesota was transferred to The Hartford. Securian is unable to offer continued coverage at this time.

Q: Can an LPB opt out of offering Life Coverage?

A: If an LPB is participating in the SoNM Group Benefits Plan, then they must offer this basic life option through the new SoNM Life Insurance carrier. Any further questions regarding this issue should be addressed to the Risk Management Division – Employee Benefits Bureau Chief by calling 505.827.2036.

Q: Will Hartford offer a self-pay option for premiums?

A: No, all premiums for supplemental coverage can only be paid through payroll–deduction.

Q: What is the time table for implementing the auto-deduction?

A: For those with existing coverage, July premiums are effective from July 1st, with the first payroll deduction reflected on the July 19th pay advice. Deductions start dates will be determined for all other participants based off of the date the enrollment takes place – usually the pay period following enrollment.

Q: If I am interested in electing supplemental coverage, when can I do so?

A: Risk Management is working with The Hartford to offer a Special Open Enrollment running from August - November 2019. Details regarding the Special Enrollment will be communicated out to employees via Employee Benefits Newsletter, DoIT Email Blasts, and Round the Roundhouse.

Q: What are the premiums for the new coverage?

A: Please see the new rates listed below. The following link may be used to determine a bi-weekly premium rate: www.thehartford.com/cost/SONM2

Age Rated Rates:

Supplemental Life: Employee and Spouse/Domestic Partner

Step Rates: Monthly Premium Rate Per \$1,000 of Coverage

<u>Age</u>	<u>Rate</u>
< 25	\$0.063
25-29	\$0.063
30-34	\$0.084
35-39	\$0.094
40-44	\$0.115
45-49	\$0.170
50-54	\$0.292
55-59	\$0.491
60-64	\$0.835
65-69	\$1.347
70+	\$3.299

Supplemental AD&D: \$0.0200 per \$1000

Supplemental Life: Child	Benefit	Cost
Child/ren:	\$ 5,000	\$ 1.00
Child/ren:	\$ 10,000	\$ 2.00
Child/ren:	\$ 15,000	\$ 3.00

Flat dollar amount per month, per member electing the coverage, regardless of number of Children covered.

Q: What if I already paid Securian/Minnesota Life for coverage passed June 30th.

A: Any payments made to Securian/Minnesota Life for premiums past June, 2019 will be refunded back to the member. Please contact Securian/Minnesota Life with any questions regarding this process.

Q: Do employees need to complete a new Benefit Acknowledgment Form? And if so, where do we submit them?

A: All New Hires are required to complete the Benefits Acknowledgement Form. This form should be reviewed with an HR staff member and signed by both parties. The original should remain in the personnel file with a copy given to the employee, and one faxed to Erisa, the SoNM's Third Party Administrator at: 505-244-6009. The updated Benefits Acknowledgement Form can be found at: http://mybenefitsnm.com/documents/Benefits_Eligibility_Acknowledgement_July2019-FINAL.pdf

Q: Does the Supplemental Life coverage expire at age 75?

A: There is no age limit for eligible employees. Also, as there is no age reduction for either basic or supplemental life coverages, the benefit will not be reduced as an employee ages.

Q: If enrolling in life coverage during the Special Open Enrollment (August - November 2019), when does the coverage go into effect?

A: Coverage will go into effect the first day of the new pay period following day of enrollment.

Q: If an employee wishes to elect additional Life coverage outside of the Special Open Enrollment event, what do they need to do and where can they find the necessary forms?

A: Employees may elect additional Life coverage at any time. Outside of the Special Life coverage Open Enrollment, the employee will go to: www.mybenefitsnm.com/Benefits.htm (under The Hartford), and follow the instructions. Employees WILL be required to submit an *EOI, medical records, etc., in order to obtain any additional Life coverage. More information regarding Life coverage options will be posted via upcoming communications from the Employee Benefits Bureau.

**Evidence of Insurability (EOI) – an application process in which applicant provides information on health condition of insured or their dependent in order to be considered for certain types of insurance coverage. This proves insured is in good health.*