

WILLIAM JEWELL COLLEGE

INSURANCE BENEFITS FOR RETIRED AND DISABLED EMPLOYEES

EFFECTIVE JANUARY 1, 2018

Below is the current policy governing medical and life insurance benefits for William Jewell College retirees.
Rates are effective January 1, 2018.

Regular employees who retire at age 55 or older* or become permanently disabled while employed at William Jewell College are eligible to continue their medical insurance through the group insurance program. The cost of the employee's insurance will be shared by the College depending on years of full-time service completed by the employee. Service years for part-time benefit eligible employees will be computed on the full-time equivalent defined as 30 hours per week or nine months per calendar or academic year.

	<div style="border: 1px solid black; padding: 5px; text-align: center;"> % Cost to Employees Hired Before 12-31-91** </div>		<div style="border: 1px solid black; padding: 5px; text-align: center;"> % Cost to Employees Hired After 12-31-91 </div>		<div style="border: 1px solid black; padding: 5px; text-align: center;"> % Cost to Employees Hired After 6/30/00 </div>	
<u>Years of Service</u>	Employee	Dependent	Employee	Dependent	Employee	Dependent
30 years or more	-0-	See	-0-	50.0%	50.0%	100.0%
25 but less than 30	25.0%	Incremental	25.0%	62.5%	75.0%	100.0%
20 but less than 25	25.0%	Cost	50.0%	75.0%	75.0%	100.0%
15 but less than 20	50.0%	Below	75.0%	87.5%	100.0%	100.0%
10 but less than 15	50.0%		100.0%	100.0%	100.0%	100.0%
Less than 10 years	not available		not available		not available	

BLUE CROSS AND BLUE SHIELD HEALTH INSURANCE TOTAL COST – Available for retirees less than age 65.

** Employees hired before
12/31/91 - below are the
Current Salary Ranges:

	<div style="border: 1px solid black; padding: 5px; text-align: center;"> Cost for Employee <u>BCBSKC Coverage</u> HMO PCB </div>		<div style="border: 1px solid black; padding: 5px; text-align: center;"> Cost for Employee +1 <u>BCBSKC Coverage</u> HMO PCB </div>		<div style="border: 1px solid black; padding: 5px; text-align: center;"> Cost for Employee +Family <u>BCBSKC Coverage</u> HMO PCB </div>	
I. Less than \$30,000	\$294.37	\$287.43	\$581.97	\$568.25	\$825.38	\$807.68
II. \$30,000 to 47,000	\$431.74	\$421.56	\$853.54	\$833.42	\$1,210.55	\$1,184.58
III. \$47,000 to 61,500	\$582.19	\$568.47	\$1,150.99	\$1,123.87	\$1,632.41	\$1,597.40
IV. \$61,500 and over	\$654.15	\$638.73	\$1,293.25	\$1,262.77	\$1,834.17	\$1,794.83

Incremental Cost for Dependents

Current Salary Ranges:

	<div style="border: 1px solid black; padding: 5px; text-align: center;"> Cost for +1 <u>BCBSKC Coverage</u> HMO PCB </div>		<div style="border: 1px solid black; padding: 5px; text-align: center;"> Cost for Family <u>BCBSKC Coverage</u> HMO PCB </div>	
I. Less than \$30,000	\$287.60	\$280.82	\$531.01	\$520.25
II. \$30,000 to 47,000	\$421.80	\$411.86	\$778.81	\$763.02
III. \$47,000 to 61,500	\$568.80	\$555.40	\$1,050.22	\$1,028.93
IV. \$61,500 and over	\$639.10	\$624.04	\$1,180.02	\$1,156.10

If Blue Cross Blue Shield medical insurance is declined or later cancelled, the retiree is not eligible to re-enroll. However, the retiree may choose to enroll in the Coventry Advantra PPO plan at the age of 65, even though they are not currently participating in the Blue Cross Blue Shield medical insurance plan. If Coventry Advantra PPO plan is declined at age 65 or later cancelled, the retiree is not eligible to re-enroll.

COVENTRY ADVANTRA FREEDOM PPO HEALTH INSURANCE TOTAL COST – Available for retirees age 65 and over.

** Employees hired before
12/31/91 - below are the
Current Salary Ranges:

Cost for Employee or Spouse <u>Coventry Coverage</u> Advantra Freedom PPO
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I. Less than \$30,000	\$53.55
II. \$30,000 to 47,000	\$78.54
III. \$47,000 to 61,500	\$105.91
IV. \$61,500 and over	\$119.00

* Employees who have not reached their 55th birthday and who wish to leave College employment may continue insurance by paying the full cost until they reach their 55th birthday provided the sum of their age and years of service at the College total 70 or more. At the time the employee reaches age 55, the above schedules of benefits will become available based on actual years of service with the College.

** Employees hired before 12-31-91 and retiring after 10-1-91 may elect to be treated as employees hired after 12-31-91 for the purpose of determining retiree benefits. Under the current benefit plan, retirees remain at the salary tier (I, II, III or IV) in place at the time of their retirement from the College. The current salary ranges are listed for information only.

**WILLIAM JEWELL COLLEGE
RETIREE LIFE INSURANCE PROGRAM
EFFECTIVE JANUARY 1, 2018**

Current coverage is provided by Lincoln National Life Insurance Company.

Life insurance coverage of \$5,000 is available to retiring employees who have completed at least ten years of service with the College prior to their 65th birthday. Life insurance is not available for the spouse.

If life insurance is declined or later cancelled, retiree is not eligible to re-enroll.

The monthly cost of this benefit is dependent on the years of service completed by the employee.
Premium cost: \$.19 per \$1,000 of coverage.

	COSTS TO EMPLOYEES HIRED BEFORE 12-31-91	COSTS TO EMPLOYEES HIRED AFTER 12-31-91	COSTS TO EMPLOYEES HIRED AFTER 7-1-00
YEARS OF SERVICE			
30 years or more	-0-	-0-	50.0%
25 but less than 30	25.0%	25.0%	75.0%
20 but less than 25	25.0%	50.0%	75.0%
15 but less than 20	50.0%	75.0%	100.0%
10 but less than 15	50.0%	100.0%	100.0%