

"From Where I Sit ..."



GOOD NEWS! Enhanced Spousal Insurance Benefits!

In addition to funds invested for retirement, the active participants in the CME Retirement Plan have also enjoyed the additional benefits of Life Insurance, Disability Insurance, and "Spousal" Insurance. These additional benefits have been re-negotiated by us through our administrators as group policies expire with existing carriers.

Recently, at the expiration of our MetLife Insurance policy, we were fortunate to secure continual insurance through a policy with the Lincoln Financial Group that included an added benefit of enhanced spousal insurance at no additional cost. Previously, active retirement participants have been insured for an amount equal to their salary (*based on the amount paid into the Plan annually*) and their spouses were insured for 50% of the amount of insurance on the participant. Effective February 1st, spouses of active participants with insurance coverage up to \$50,000 will now have the SAME amount of insurance as the participant. The spouses of active participants with insurance coverage exceeding \$50,000 will be capped at \$50,000. However, according to current Retirement Participant records, the existing coverage on every spouse of an active participant in the CME Retirement Plan has now been INCREASED!



Participants should expect to soon see this increased benefit on their participant statements for the period ending December 31, 2020.

Although we hope to keep this enhanced benefit far into the future, it is a negotiated benefit and is therefore only guaranteed for a three-year period. Afterward, it will be necessary to again bid and negotiate the best fee-based structure for the Retirement Plan which might not permit the continuation of this enhanced spousal benefit. Of course, every effort by the Board of Personnel Services will be utilized through our administrators to continue this enhanced benefit.

Naturally, this is a good time to remind participants in the Plan of the importance of updating and keeping current spousal information and beneficiary designations. If a previous spouse is listed, proof of change from the previous spouse and proof of marriage to the current spouse can be both time consuming and legally burdensome. In the meantime, our department is limited by law to process claims based on current documentation in participant files.

However, the good news is this enhanced benefit is now afforded participants by the increase of insurance on their spouses. Even if it only lasts for a season (or three) and doesn't cost anything additional, it is truly an enhanced benefit that inures to the benefit of the participant and their family. *Or at least that's the way it looks to me...*

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Personnel Services Webpage of the CME Website at www.thecmechurch.org)