

IMRF Endorsed Long Term Care Program

Frequently Asked Questions

Q: What is long term care?

A: Long term care helps people who develop disabilities or chronic care needs and require assistance with walking, getting dressed, eating, or bathing. It also includes the kind of care needed when an individual has developed a severe cognitive impairment such as Alzheimer's. These services may be provided in a person's home, in a nursing home or assisted living facility.

Q. Why should my employer group "Opt-In" to the IMRF Endorsed Long Term Care Program?

A. Opting in to the IMRF Endorsed Long Term Care Program allows your employees to have access to Simplified and in some cases Guaranteed Issue Underwriting as well as gender neutral and discounted rates.

Q. What is meant by "gender neutral" rates?

A. Gender neutral rates means that the rates will be the same for males and females. Individual long term care plans charge females a higher rate than males. The IMRF endorsed long term care program offers gender neutral rates, a distinct advantage given that IMRF employers have a high percentage of female employees.

Q. What is Simplified Underwriting? Guaranteed Issue?

A. Simplified underwriting is a reduced number of health questions and is available during the 2015 enrollment period and only for plan member's age 18-65 who are working at least 20 hours per week.

A. Guaranteed issue provides eligibility with no health questions as long as the employee is a U.S. citizen or permanent resident, works 30 hours per week, has completed 3 months of employment and is actively at work on the date they enroll.

For employees above age 65 and any family members (regardless of age), completion of a "full" (or longer) underwriting form is required.

Q. Are spouses eligible for Simplified or Guaranteed Issue Underwriting?

A. Yes they are eligible if they are between the ages of 18-65 and are working at least 20 hours per week. W-2 status would be required.

A. Spouses are not eligible for guaranteed issue. They are eligible for Conditional Guaranteed Issue which requires answering a limited number of health questions.

Q. Is there a cost to the employer for participating in this program?

A. There is no cost for participating in the program.

Q. Can premiums be paid on a pre-tax basis?

A. Premiums can only be paid pre-tax from an HSA account.

Q. How does billing work?

A. the Lifesecure long term care product is billed directly to the employee. The Combined product is payroll deducted. If an employer does not wish to establish payroll deduction the Combined product cannot be offered.

Q. Should this be rolled out with my medical insurance enrollment?

A. Since long term care insurance is a new topic and benefit to many employees, it is best to offer the plans off cycle from other benefits. However, if you prefer to link the two we can accommodate your preference if your normal open enrollment period coincides with one of the two remaining long term care open enrollment periods -- July, 2015 and October, 2015.

Q. Will I need to provide a census?

A: Yes. At the time of implementation a census template will be emailed to you. We will need each eligible employee's full name, date of birth and date of hire.

Q. Can employees sign up after the 90 day open enrollment period?

A. Yes, however full underwriting will be required.

Q. Is there an annual open enrollment period?

A. The Simplified and Guaranteed Issue Underwriting offer only applies during the initial enrollment for any employee that was included on the census. After the initial enrollment, the long term care program can be included with an ongoing annual benefits open enrollment with full underwriting. Discounts and gender neutral rates will still apply.

Q. What about new hires?

A. New hires are eligible for Simplified and Guaranteed Issue Underwriting for 90 days once they are considered benefit eligible by their employer.

Q. Does the employer have to meet minimum participation requirements?

A. There is no minimum participation requirement for each IMRF employer, however, all employers collectively must meet the participation limit (25 applicants for Lifesecure/10 for Combined) in order to secure the simplified underwriting offer.

Q: Who is ACSIA Partners?

A: Doyle Rowe LTD, the firm which oversees the selection and administration of the IMRF Endorsed plans has partnered with ACSIA Partners on the endorsed long term care program. Acsia Partners is a licensed insurance agency that specializes in helping individuals understand the financial risks associated with the need for long-term care—whether it be provided at home, in an assisted living facility, or a nursing home—and alternatives for managing this risk.