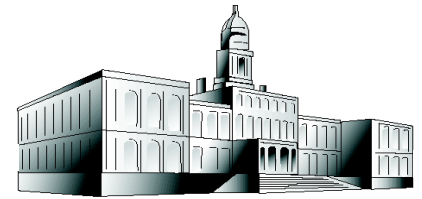


December 2006



# Management Benefits Voice

*A newsletter for Fund members*

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*New and Revised Sections  
of the Management Benefits Fund  
Benefits Booklet Will Be Available On-line  
in January 2007*

The City of New York  
Management Benefits Fund is a division of the  
Mayor's Office of Labor Relations'  
Employee Benefits Program  
40 Rector Street, 3rd Floor  
New York, NY 10006  
(212) 306-7290  
Outside N.Y.C. 1-888-400-0623 (or 1-888-4000MBF)  
TTY (212) 306-7629  
[nyc.gov/html/olr](http://nyc.gov/html/olr)

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**Michael R. Bloomberg**  
Mayor  
City of New York

**James F. Hanley**  
Commissioner  
Office of Labor Relations

# GROUP UNIVERSAL LIFE INSURANCE (GUL) PROGRAM

## GUL Program Administrator



Effective January 1, 2007, The Prudential Insurance Company of America, the MBF GUL Program insurance carrier, will also provide administration of the GUL Program.

This means that members enrolled in the GUL Program will receive communications regarding the GUL Program directly from Prudential, including annual election materials and other notifications. Also, those members being billed by Marsh@Work Solutions will be billed directly by Prudential. In addition, current GUL participants will have access to Prudential's Web site to view coverage information, and Prudential's customer service center will assist participants with any questions they may have about their GUL coverage.

Furthermore, in January 2007, Prudential will send a cash value statement to all participants identifying the coverage amount of their GUL insurance certificate and the amount in their Cash Accumulation Fund, if any, as of January 1, 2007. Current participants will receive their 2006 annual cash value statements from Marsh @Work Solutions in February 2007.

## Premium Rates

Also effective January 1, 2007, the premium rates for GUL coverage will decrease for members, their spouses/domestic partners per \$1,000 of coverage, and eligible dependent children per \$4,000 of coverage\*. Please refer to the table below for the new premium rates. As a result of the new rates, you will notice that the GUL deduction amount taken from your paycheck will change beginning with your first paycheck in 2007\*\*. Please note that, although your premiums will change, your insurance coverage will remain exactly the same.

Monthly Cost of Insurance (Per \$1000 of Coverage)			
Age	Member Non-Smoker Rate	Member Smoker Rate	Spouse/Domestic Partner Rate
Under 30	0.055	0.062	0.043
30-34	0.059	0.072	0.048
35-39	0.074	0.081	0.078
40-44	0.098	0.110	0.115
45-49	0.141	0.163	0.194
50-54	0.227	0.267	0.279
55-59	0.335	0.401	0.436
60-64	0.555	0.669	0.606
65-69	0.966	1.146	0.836
70-74	1.165	1.498	1.502
75-79	1.470	1.918	1.933
80-84	3.208	3.884	4.132
85-89	5.013	6.038	6.996
90-94	7.166	8.662	10.160

\* Note: Premiums may not decrease if (a) your age bracket changes and/or (b) your coverage is a multiple of your salary and your salary increases prior to January 1, 2007.

\*\* If you are being directly billed for your premiums, the amount that you will be billed will change effective January 1, 2007. Please note that in December 2006 you will receive your first quarterly billing notice from Prudential and will send your quarterly payments directly to Prudential.

**Premiums For Dependent Children:** \$0.295 per month per \$4,000 coverage

### ***Open Enrollment Period for Active Members***

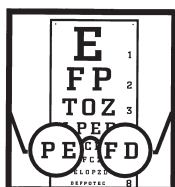
Later in 2007, MBF will hold a GUL Program Open Enrollment Period for those active MBF members who are not yet participants in the GUL Program to enroll without having to provide evidence of good health. Active members may purchase coverage up to one time their annual salary or \$150,000, whichever is less. All active MBF members will receive a special enrollment application for GUL coverage at their home address. Therefore, please make sure that MBF has your correct home address on file.

MBF will be posting an updated version of the GUL Program section of the MBF Benefits Booklet on the MBF Web site at [nyc.gov/olr](http://nyc.gov/olr) in January 2007. If you have any questions regarding the GUL Program, please contact MBF at (212) 306-7290.

The Group Universal Life coverage is issued by The Prudential Insurance Company of America, 751 Broad Street, Newark, NJ 07102. The Booklet-Certificate contains all details, including any policy exclusions, limitations and restrictions, which may apply. Contract Series: 83500.

## ***VISION CARE PROGRAM***

### ***National Provider Network***



MBF is pleased to announce that, effective January 1, 2007, the Vision Care Program network of participating providers will be expanded to include Davis Vision's nationwide provider network. As a result of the expansion, MBF members located across the country will now be able to utilize Davis Vision's extensive network of providers in order to receive in-network benefits. Maximum value is always received by visiting an in-network provider where quality can be monitored and guaranteed.

To locate an in-network provider, please contact Davis Vision at 800-999-5431 or visit [www.davisvision.com](http://www.davisvision.com) and enter your Social Security number and the first five letters of your last name. You may also access the Davis Vision Web site through the MBF Web site at [nyc.gov/olr](http://nyc.gov/olr).

For more details on the MBF Vision Care Program, please access the vision care section of the MBF Benefits Booklet at [nyc.gov/olr](http://nyc.gov/olr).

### ***In-Network Covered Lens Options***

The following in-network lens options are available with no co-payments:

**High-Index Lenses:** Type of lens with a higher index of refraction, meaning that light travels faster through the lens to reach the eye than in traditional glass or plastic. It is denser, so the same amount of visual correction occurs with less material (whether glass or plastic); therefore, the lens can be thinner and lighter for patients who require strong prescriptions.

**Blended Segment Lenses:** A lens containing two different powers - one for distance vision, one for near vision, with no visible line. (Most bifocals have visible lines.)

**Photochromic Lenses:** (includes Corning™ Photogrey Extra): Photochromic lenses are able to change from light to dark, in varying amounts depending exposure to ultraviolet light. The lens typically contains silver halide mixed evenly throughout the lens. Early photochromics were strictly glass, but today are available in regular plastic as well as high index glass, plastic, and polycarbonate lenses.

**Progressive Addition Lenses (PAL):** A no-line lens with a gradual blend of prescriptions, ranging from the prescription strength needed for distance viewing at the top of the lens to the reading prescription, which can be worn in lieu of bifocals and trifocals, and may also come in many different materials, including glass, plastic, high index and polycarbonate as well as photochromic glass, plastic and high index.

**Polarized Lenses (includes Polaroid Lenses):** A laminated lens containing a layer of polarizing material which filters light waves coming at the wearer in a particular direction, thereby reducing glare from reflective surfaces.

**Polycarbonate Lenses:** A high-index, impact-resistant plastic lens.

**Plastic Photosensitive Lenses:** Plastic photosensitive lenses darken when exposed to the sun's ultraviolet rays. These lenses may have a photochromic substance mixed throughout the lens, or a color-changing coating.

**Scratchguard Coating:** A clear, hard coating applied to plastic lenses to increase their resistance to scratching.

**Anti-Reflective Coating:** A clear coating applied to a lens that limits light reflection (glare) on both the internal and external surfaces of the lenses.

**Ultraviolet (UV) Coating:** A lens coating that blocks the sun's ultraviolet rays. Overexposure to ultraviolet light is thought to be a cause of cataracts, retinal damage and other eye problems. An ultraviolet treatment is simple and quick to apply to most plastic eyeglass lenses, and it does not change the appearance of the lenses at all. (The exception is polycarbonate lenses, which don't need anti-UV treatment, as that is an inherent property of the material.)

### ***Out-of-Network Benefits***

Please note that the annual out-of-network benefit is \$150 per person per calendar year. When utilizing an out-of-network provider, the member must pay the provider in full at the time of service and submit a claim form to Davis Vision for reimbursement. You may obtain a Vision Care Program claim form on the MBF Web site at [nyc.gov/olr](http://nyc.gov/olr) or by calling MBF at (212) 306-7290, or if outside New York City, 1-888-4000MBF (623).

### ***Additional Features***

**Replacement Contact Lens Program:** Davis Vision offers its proprietary contact lens replacement program to MBF members through the mail order program, Lens 1-2-3!<sup>®</sup>. To order contact lenses, please call 1-800-LENS123 with a current contact lens prescription.

**Laser Vision Correction:** MBF members can utilize Davis Vision's discounts on laser correction procedures. Members will be entitled to savings of up to 25% off the provider's usual and customary fees, or a 5% discount on any advertised special through a network of physicians affiliated with Eye Centers of Excellence. (Please note: some centers provide a flat fee equating to these discount levels.)

## MANAGERS NOW ABLE TO DEFER LEAVE BALANCES\*



Thanks to a change in Federal law, managerial and confidential employees who are severing from City service may now defer their eligible annual leave, sick leave, and comp time balances into their Deferred Compensation Plan accounts rather than receiving these funds as cash.

This is good news! Employees may now choose to defer their Managerial Lump Sum payments and alleviate the large tax burden that would otherwise come with the payment of accrued leave.

For 2007, the annual maximum contribution into the 457 or the 401(k) is \$15,500 or \$20,500, if age 50 or older. For the employee participating in both the 457 and 401(k) (either pre-tax or Roth), the annual maximum contribution is \$31,000, or \$41,000 if age 50 or older. Remember, there is no additional fee for participating in both plans.

### *Your choices are to:*

- Do nothing - The same percentage that you are currently contributing to the Deferred Compensation Plan will be deducted from your Managerial Lump Sum payment
- Reduce your deferral percentage to 0% - This way, no contribution will be taken out of your Managerial Lump Sum payment and you will receive the entire payment in cash.
- Increase your deferral percentage to as much as 50% to defer a larger percentage than you are contributing right now.
- Enroll in both plans if you are not already, in order to defer even more; the maximum deferral percentage cannot exceed 90% in the combined plans.

We are pleased that managers may now utilize their Deferred Compensation Plan benefit to the greatest extent possible. For assistance with enrolling in the 457 or 401(k), or changing your deferral percentages, please contact the Deferred Compensation Plan at (212) 306-7760 or go online at [nyc.gov/deferredcomp](http://nyc.gov/deferredcomp).

\*With the exception of employees from OTB, SCA, and Cultural Institutions and Libraries.



## Good News for New York City Employees and Retirees\*

You are eligible to open an account and  
consolidate all of your retirement assets with

### *The New York City Employee IRA*

A great option because it offers...

*Tax Flexibility*

*“Stretch” IRA Estate Planning, and the low cost  
Deferred Compensation’s Investments & Portfolios  
with*

*No Commissions*

*No Sales Charges*

*No Self-Interest*

To find out more,  
call 212.306.7760 or 888.IRA.NYCE (if outside NYC)  
visit our website at [nyc.gov/nyceira](http://nyc.gov/nyceira)

\*With the exception of employees/retirees from OTB and Cultural Institutions and Libraries.  
Retirees include anyone employed by the City in 1985 or thereafter.