



MONTGOMERY COUNTY FIRE AND RESCUE SERVICE
MONTGOMERY COUNTY, MD.

INFORMATION BULLETIN

NUMBER: 10-02

January 12, 2010

TO: All MCFRS Employees

SUBJECT: Keep Your Beneficiary Designations Up to Date!

With the Holiday Season behind us and as we start the New Year, it's a good time to remind all MCFRS employees to update your beneficiary designations; both here at the County and for any personal life insurance or retirement accounts you may have.

Keeping your beneficiary designations up to date is one of the easiest things you can do to assure the well-being of the people most important to you. As we are all too aware, the unthinkable does happen. Recently, MCFRS families have endured not only the heartbreak of losing a loved one, but also the anguish of spending a lot of time and money determining who should have been entitled to portions of the benefits. All because beneficiaries were not designated or beneficiary forms were not kept up to date.

One common scenario; you completed your beneficiary forms when you were first hired by the County and designated your parents and/or other family members as your beneficiaries. You have since gotten married and had children. If the unthinkable should happen, your spouse and children would not be entitled to receive any portion of your death benefits. A second common scenario is that you designated your spouse as your beneficiary. You have since divorced and remarried, and again the unthinkable happens. Your ex-spouse is your named beneficiary, and therefore is entitled to your death benefits.

Maybe you think you don't need to update your beneficiaries because you now have a will. Did you know that a will does not determine who gets the death benefits? If there is a discrepancy between a will and a properly signed and executed beneficiary form, the beneficiary form will prevail.

In the event of a line of duty death (which is thankfully a rare occurrence in Montgomery County) your designated beneficiary form is not used; both the collective bargaining agreement with the IAFF and the County Code specify who receives retirement death benefits from the Employees' Retirement System (ERS).

However, in the event of a non-job related death or for your other benefits (annual/sick leave payout, life insurance, deferred compensation), the most current beneficiary form on file with the Office of Human Resources is what will be

will be used to disburse benefits to your named beneficiaries.

Don't let yourself, or more importantly your family, fall into one of these scenarios. Designating and/or changing your beneficiaries is a quick and simple process that can be done at any time during the year. If you are unsure who your beneficiaries are or don't remember if you even designated anyone – fill out the attached forms today!

It will take you less time to fill out new forms than to call OHR, set up an appointment and go there to review your personnel file! There are four County benefits that should have updated beneficiary forms:

1. SALARY, ANNUAL AND SICK LEAVE
2. RETIREMENT
3. LIFE INSURANCE
4. DEFERRED COMPENSATION; ING (was CitiSreet) or The Hartford

Attached are the necessary forms and instructions to designate or change your beneficiaries. When you have completed the forms, remember to sign them! Then keep a copy with your important papers and send the original documents to OHR Records Management, 8th floor EOB, Rockville, MD 20850.

Do it today for those you love!

Issued by: Division Chief Randy Wheeler