

For you and your family...

The City provides a 100% City paid term life policy for all eligible employees (*please refer to your MOU for specific coverage amounts*). In addition, two (2) Voluntary Life plans are offered at group rates to meet individual employee needs.

Term Life (100% Paid by City)

A basic term life and Accidental Death (AD&D) insurance plan is provided at no cost to the employee. Upon an employee's death, the face value of the policy will be paid to the beneficiary named by the employee.

- Eligibility. Active employee regularly working at least 30 hours a week; or active regular part-time employees working at least 20 hours a week.
- Eligibility Waiting Period. First day of the calendar month coinciding with or following the completion of one month of employment, providing employee has submitted required enrollment form in timely manner.
- Coverage Amount. The actual coverage amount depends upon your representation unit. *Please refer to your applicable MOU.*

Benefits include:

- *Accelerated Benefits*. In the unfortunate event you should have a Qualifying Medical Condition (please refer to your certificate) while insured, you may be eligible to receive an early payment of up to 50% of your insurance benefit.
- *Other Benefits*. This policy includes additional benefits. Details are described in the policy.

Term Life (Voluntary)

Employees can elect additional term life insurance to suit their specific needs. Enrollment is voluntary and premiums are paid by the employee through automatic payroll deduction. Some of the benefits include:

- Guaranteed Issue (*see maximums indicated below*)
- Coverage for eligible Dependents
- Freedom to apply for an amount that's right for you
- Continuation (Portability) of coverage if you terminate or retire
- Waiver of Premium if you become disabled and are unable to work
- Eligibility. Active employee regularly working at least 20 hours per week.
- Eligibility Waiting Period. The eligibility for most employees is the first day of the calendar month coinciding with or following 60 days of employment.
- Coverage Amounts. Employees may elect the amount they want in increments of \$10,000 as follows:
Employee: \$10,000 to \$300,000, not to exceed 6 x annual earnings.

Spouse: \$10,000 to \$300,000, not to exceed the employee amount.

Child(ren): \$2,000, \$5,000 and \$10,000. Available for children up to the age of 21, or 25 if full-time student.

- **Guaranteed Issue.** Guaranteed issue up to \$80,000 to \$100,000 (depending on carrier) for the employee and up to \$10,000 to \$30,000 for the employee's spouse depending on your benefit package, when applying within 31 days of becoming eligible for this coverage (see Eligibility Waiting Period). *Approval of Evidence of Insurability is required if applying more than 31 days after first becoming eligible, applying for amounts above the Guarantee Issue amount, or applying for any increase in amount of coverage.*

Universal Life (Voluntary)

Universal Life is permanent (not term) insurance that allows you the flexibility to change your policy death benefit and premium and builds up an actual cash value over time.

Universal Life is available to all eligible employees on a voluntary basis. Premiums are paid by the employee through automatic payroll deduction.

- **Permanent Insurance.** You own and control it. It's effective the date you sign the application and payment authorization card. (Subject to insurability).
- **Portable.** It's portable insurance. That means you can take your policy with you if you leave the City and be billed directly.
- **Flexible Protection.** You can change the amount of insurance protection for you or your family up or down. (Increases are subject to underwriting approval).
- **Cash Value.** Cash values earn a competitive interest rate and grow on a tax-deferred basis.

***For more information on any of the above life insurance plans,
contact the Human Resources Department.***