

OPTIONAL TERM LIFE INSURANCE

FAQ – Open Enrollment

How much coverage can I purchase during open enrollment?

The guaranteed issue amount during open enrollment is \$20,000 for an employee; \$10,000 for a spouse. If you do not currently have child(ren) coverage you can purchase \$10,000 per child. Child(ren) coverage is maxed at \$10,000/child. Each year you can increase the value of the coverage for employee and spouse if it stays below the maximum amount (see question 3).

What is the age limit for child(ren) coverage?

19th birthday or 25th birthday if a full-time student. Students over age 19 terminate on the date they are no longer a full-time student. It is the employee's responsibility to notify Insurance Specialist when child(ren) reaching limiting age.

Is there a maximum amount of life insurance I can purchase?

Yes, employees can purchase up to 5 times their annual salary or maximum of \$300,000 in optional term life insurance coverage. Spouse coverage cannot be more than one-half of an employee's amount or \$100,000 whichever is less.

Can I purchase more than the guaranteed issue/standard limit?

Yes, you can complete an Evidence of Insurability (EOI) application and submit to Reliance Standard for approval. The EOI form asks questions regarding your health/medical history. Reliance Standard will notify you and Insurance Specialist of approval/denial and effective date.

Does the premium increase?

Yes, Optional Term Life is age banded. As you get older, the premium increases. The age bands are in 5-year increments (i.e. 18-24, 25-29, 30-34, etc.). See the premium table for premium rates.

Does the value of coverage ever decrease?

Yes, reduction of 35% of the pre-65 amount at age 65, and additional 25% at age 70 and an additional 15% at age 75.

Can I continue this coverage after I leave the employment of the County?

Yes, if you have had the policy for 12 months prior to termination of employment. You will receive a letter from Insurance Specialist reminding you that you have this policy and are able to convert to a personal policy. You have 30 days from the date of termination to send the conversion application to Reliance Standard. Payment of premium must be included with the application.

Do my premiums stay the same as they were when I was employed by the County?

No, there is an increase in premium. The letter from the Insurance Specialist will include the rate sheet.