

Basic Life/AD&D & Voluntary Life Insurance

Administered by CIGNA

Basic Term Life and AD&D Insurance provides valuable financial protection for your family. Columbus Consolidated Government is pleased to provide Basic Life & AD&D Insurance to all full-time employees in the amount of 1.5 times your base annual income (not to exceed \$250,000) at no cost to you.

Voluntary Term Life and AD&D Insurance is also available to provide additional financial protection for you and your family. Columbus Consolidated Government is pleased to offer additional Life Insurance coverage options as a solution.

Benefit	Coverage
Employee Voluntary Life/AD&D	You can purchase coverage in increments of \$10,000 up to a maximum of \$500,000. New Hires: You will have a guarantee issue (GI) amount of \$210,00 (not to exceed 3x your annual salary). Employee elections over GI will require Evidence of Insurability.
Spouse Voluntary Life/AD&D	You can purchase coverage in increments of \$2,000 to a maximum of \$10,000 New Hires: You will have a guarantee issue amount of \$10,000.
Child(ren) Voluntary Life	You can purchase coverage in increments of \$2,000 to a maximum of \$10,000. New Hires: You will have a guarantee issue amount of \$10,000.
Annual Enrollment	Employee - Current participants are allowed a \$10,000 increase to their current coverage amount provided your amount does not exceed the GI. If you are electing coverage for the first time, you can elect \$10,000 in coverage without providing evidence of insurability during the annual enrollment period.

Evidence of Insurability (EOI) is required if your election for you or your dependents exceeds the guarantee issue amounts. EOI may also be required at annual enrollment if you elect or increase coverage over the allowable amounts.



Voluntary Life Insurance (cont'd)

Important Terms to Understand

Evidence of Insurability: Evidence of Insurability is a request to verify good health and is often in the form of a questionnaire. This is required when you are requesting insurance that is over the guarantee issue amounts or if you are enrolling after your initial enrollment.

Guarantee Issue: Guarantee Issue is the amount of life insurance that you can elect without having to provide evidence of insurability. The guaranteed issue period is 31 days from the date you first become eligible for the plan from your date of hire. If you choose not to enroll when you are first eligible and enroll at a later date, the entire amount of insurance will be subject to evidence of insurability.

The chart shows per pay periods rates per \$10,000.

Employee Life/AD&D Pay Period Rates per \$10,000	
Age	Rate
<30	0.37
30-34	0.42
35-39	0.51
40-44	0.83
45-49	1.38
50-54	2.31
55-59	3.60
60-64	5.58
65-69	10.02
70-74	16.06
75+	25.38

Steps to Calculate Employee Premium Per Paycheck	
Step 1: Amount of Voluntary Life Insurance	_____
	Desired Amount
Step 2: Divide amount of Voluntary Life Insurance in Step 1 by \$10,000	_____
Step 3: Insert Rate from table based on age	_____
Step 4: Multiply Step 2 by Step 3	_____
	Premium per paycheck

Spouse & Child Life/AD&D Per Pay Period Premium is \$0.33 per \$2,000 of coverage. (Ex: \$10,000 in coverage would cost \$1.65 per pay period)