

Employee Optional Term Life/AD&D Insurance

Initial Enrollment:

- Can purchase life insurance in \$20,000 increments up to \$500,000.
- Guarantee issue (GI): \$140,000 (for a new hire who enrolls within 31 days).
- Evidence of Insurability (EOI) required for amount over \$140,000.

Open Enrollment:

- If Employee currently has Voluntary Life Insurance, they can increase coverage by one increment (\$20,000) not to exceed \$140,000 (GI).
- Any amount in excess of the \$140,000 (GI limit) requires EOI.
- All amounts will require EOI for an employee not currently participating or increasing coverage in excess of one increment.
- Life insurance increase elections that do not require EOI will be effective January 1, 2018 if employee is actively at work and not hospitalized or confined.
- Life insurance increase amounts that require EOI will be made after approved by Minnesota Life.
 - It is the employee's responsibility to submit the EOI Form to the insurance company and provide any additional information requested by the insurance company.

Spouse Optional Term Life Insurance (employee must elect)

Initial Enrollment:

- \$10,000 increments up to \$100,000.
- Guarantee issue (GI): \$50,000 (for a new hire who enrolls within 31 days).
- Spouse election cannot exceed 50% of employee election.
- Must be enrolled in Voluntary Employee Life Insurance in order to enroll in Spouse Life Insurance.
- A spouse is not eligible if spouse is also eligible for employee coverage.

Open Enrollment:

- All amounts require EOI for a spouse not currently participating or increasing coverage.
- Life insurance increase amounts that require EOI will be made after approved by Minnesota Life.
- It is the employee's responsibility to submit the EOI Form to the insurance company and provide any additional information requested by the insurance company.

Child Optional Term Life Insurance (employee must elect)

- \$10,000 (6 months to age 26).
- \$250 (birth to under 6 months).
- Must be enrolled in Voluntary Employee Life Insurance in order to enroll in Voluntary Child Life Insurance.
- May only be covered under one City employee/parent.