

# FY18 Life Insurance & Accidental Death & Dismemberment (AD&D)

## Basic Life Insurance

- **New this year:** you are no longer able to continue the basic life insurance after you leave state employment.
- Basic Life Insurance coverage of \$25,000 is provided to benefit eligible employees through Voya Financial.
- AD&D basic coverage of \$25,000 is provided to benefit eligible employees through Voya Financial.

## Employee Supplemental Life

- **New this year:** you cannot continue the basic life insurance coverage if you leave state employment. If you currently only have basic life, you will have the opportunity to add 1x your salary supplemental life during Annual Enrollment, which you can take with you when you leave state employment.
- If you do not sign up during Annual Enrollment and later want to, you will need to go through an approval process.
- You may choose supplemental life coverage levels of one, two, three, four or five times your annual earnings through Voya Financial.
- If you are applying for 2-5x your salary coverage or an increase to your current amount, outside of your 30 day new hire enrollment period, you need to go through an approval process.
- The maximum amount of supplemental coverage available is \$400,000.
- The Voya Financial Supplemental Life Insurance Plan is portable meaning you may be able to continue the policy on your own when you end employment with the State, up to age 80.

## Employee Accidental Death & Dismemberment (AD&D)

- The AD&D coverage provides a benefit in the case of accidental death and dismemberment.
- AD&D coverage equals the Supplemental Life Coverage.
- If you add AD&D to your supplemental life and elect dependent life, AD&D will automatically be added to the dependent life.
- Questions? Call Risty Benefits, Inc at 866.237.9411 or visit <http://benefits.sd.gov> and select life insurance under the benefits tab.

## Spouse & Dependent Life/Accidental Death & Dismemberment (AD&D)

- If you have Employee Supplemental Life, you may purchase \$10,000 of Spouse and Dependent Life Coverage and \$10,000 of Spouse and Dependent AD&D coverage. The coverage and contribution rates apply to all eligible dependents.
- If you are applying for new dependent coverage outside of your 30 day new hire period, your spouse/child(ren) will need to go through an approval process.

## How to figure Supplemental Life and AD&D:

- To calculate your contribution amount(s), round your salary up to the next \$1,000 level.
- Multiply salary by desired coverage level. Then multiply by the rate for your age group.
- Finally, divide by 1,000.

Example: Employee paid 24 Pay Periods - age 46 with annual earnings of \$37,600 elects Life and AD&D coverage at 3 times annual.

Life Rate = \$0.095 per thousand

$$\$38,000 \times 3 \times 0.095/1,000 = \$10.83 \text{ per pay period}$$

AD&D Rate = \$0.015 per thousand

$$\$38,000 \times 3 \times 0.015/1,000 = \$1.71 \text{ per pay period}$$

### RATE PER \$1,000 OF COVERAGE PER PAY PERIOD

Age	Premiums 24 Pay Periods		Premiums 12 Pay Periods	
	Life	AD&D	Life	AD&D
Younger than 30	\$0.040	\$0.015	\$0.080	\$0.030
30 to 34	\$0.050	\$0.015	\$0.100	\$0.030
35 to 39	\$0.060	\$0.015	\$0.120	\$0.030
40 to 44	\$0.070	\$0.015	\$0.140	\$0.030
45 to 49	\$0.095	\$0.015	\$0.190	\$0.030
50 to 54	\$0.135	\$0.015	\$0.270	\$0.030
55 to 59	\$0.205	\$0.015	\$0.410	\$0.030
60 to 64	\$0.300	\$0.015	\$0.600	\$0.030
65 to 69	\$0.560	\$0.015	\$1.120	\$0.030
70+	\$0.905	\$0.015	\$1.810	\$0.030

Coverage Level	Premiums 24 Pay Periods	Premiums 12 Pay Periods
\$10,000 Life	\$1.13	\$2.26
\$10,000 AD&D	\$0.15	\$0.30
You pay for coverage with after tax payroll deductions.		