

# FY19 Life Insurance & Accidental Death and Dismemberment (AD&D)



## Basic Life Insurance

- The South Dakota State Employee Benefits Program provides Basic Life Insurance and AD&D coverage of \$25,000 to benefit eligible employees through MetLife.
- Basic Life Insurance is not portable, meaning you cannot continue this coverage if you leave employment with the State.
- The State pays the basic life insurance and AD&D Premium.

## Employee Supplemental Life

- You may choose supplemental life coverage levels of one, two, three, four, five, six, or seven times your annual salary up to \$1,000,000 through MetLife.
- If you are applying for six or seven times your salary coverage, or over \$400,000, 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 MetLife 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 99.

## Employee AD&D

The AD&D coverage provides a benefit in the case of accidental death and dismemberment.

- AD&D coverage equals your elected 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 MetLife at 800.GET.MET8 (800.438.6388) or visit <https://benefits.sd.gov> and select Life Insurance under the Benefits tab.

RATE PER \$1,000 OF EMPLOYEE COVERAGE PER PAY PERIOD				
Age	Premiums 24 Pay Periods		Premiums 12 Pay Periods	
	Life	AD&D	Life	AD&D
Younger than 30	\$0.035	\$0.010	\$0.070	\$0.020
30 to 34	\$0.042	\$0.010	\$0.084	\$0.020
35 to 39	\$0.049	\$0.010	\$0.098	\$0.020
40 to 44	\$0.057	\$0.010	\$0.114	\$0.020
45 to 49	\$0.075	\$0.010	\$0.150	\$0.020
50 to 54	\$0.104	\$0.010	\$0.208	\$0.020
55 to 59	\$0.155	\$0.010	\$0.310	\$0.020
60 to 64	\$0.225	\$0.010	\$0.450	\$0.020
65 to 69	\$0.414	\$0.010	\$0.828	\$0.020
70+	\$0.666	\$0.010	\$1.332	\$0.020

You pay for coverage with after tax payroll deductions.

## How to figure Supplemental Life

- 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 = \$0.075 per thousand

$\$38,000 \times 3 \times 0.075 / 1,000 = \$8.55$  per pay period

AD&D Rate = \$0.01 per thousand

$\$38,000 \times 3 \times 0.01 / 1,000 = \$1.14$  per pay period.

## Spouse & Dependent Life/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 spouse and dependent coverage outside of your 30-day new hire period, your spouse/child(ren) will need to go through an approval process.

Coverage Level	Premiums	
	24 Pay Periods	12 Pay Periods
\$10,000 Life	\$0.96	\$1.92
\$10,000 AD&D	\$0.15	\$0.30

You pay for coverage with after tax payroll deductions.