


Department of Finance and Administration Benefits Administration Division	
Procedure Title: Life Insurance overview	Date Revised: 7/6/2016
Summary of procedure described: This is information to assist the analyst in helping the employee understand life insurance coverages, costs and benefit payouts.	
Section: Active Call Center - 05	Metadata: 05.02.033
Sub Section: Phones	Version: 2
Keywords: Life Insurance, Basic Life, Accidental Death, Voluntary Life, Voluntary Accidental Death and Dismemberment, AD+D, Voluntary Term Life	
<p>Life Insurance overview</p> <p>Basic Group Term Life and Accidental Death Insurance The state provides a basic term life insurance (\$20,000) and accidental death and dismemberment insurance (\$40,000) at no cost to employees through Minnesota Life. If you are enrolled in health insurance as the head of the contract, your coverage automatically increases with your salary — to a maximum of \$50,000 for basic term life insurance and \$100,000 for accidental death insurance. The amount of basic term and basic AD&D begins to decrease when the employee reaches age 65. Eligible dependents (spouse and children) of employees enrolled in health coverage are covered for \$3,000 of basic dependent term life coverage. Dependents (spouse and children) are eligible for basic accidental insurance, with the amounts of coverage based on salary and family composition. Employees can now designate beneficiaries in Edison for basic term life/AD&D and voluntary AD&D.</p> <p>Voluntary Accidental Death and Dismemberment Insurance Employees can enroll in voluntary accidental death and dismemberment insurance coverage for themselves and their dependents (spouse and children). This is in addition to basic accidental coverage. The employee must enroll at new hire. The only other opportunity to enroll is during Annual Enrollment each year. Benefits will be paid for dismemberment if the loss occurs within 90 days of the accident provided the employee or dependent was covered on the date of the accident and meets the established criteria. Coverage is available at low group rates — no questions asked. Premiums vary by salary and the maximum benefit for employees is \$60,000.</p> <p>Voluntary Term Life Insurance If you qualify, you can purchase voluntary term life insurance coverage from Minnesota Life for yourself and your dependent spouse and children. You can apply in \$5,000 increments, for up to seven times your annual base salary (to a maximum of \$500,000) for yourself and up to a maximum of \$30,000 for your spouse under 55 (\$15,000 for ages 55 and older). You can also apply for coverage for your children equal to \$5,000 or \$10,000.</p> <p>You and your dependent spouse and children may enroll in this coverage regardless of whether you enroll in health coverage. For employee guaranteed issue coverage, you must enroll during the first 31 calendar days of employment. If voluntary life coverage is not elected at that time, an employee may apply during the annual enrollment period by presenting evidence of insurability through a health questionnaire.</p> <p>An application for spouse coverage may be submitted; however, issuance of coverage will be contingent upon review of health questions by the vendor. A child term rider may be added to the employee or spouse certificate without any health questions. Use the Minnesota Life website to enroll in voluntary term life insurance.</p>	

