

Life, Accidental Death & Dismemberment (AD&D), Dependent Life - Advance Life

Life insurance provides protection to you and your family in the event of your death. AD&D can protect you or your family in the case of your accidental death or dismemberment. Certain limitations and exclusions can apply to these plans.

All eligible employees are given a basic Advance Life and AD&D policy based on their annual salary at no cost. The cost listed below shows what the County is paying for that coverage.

You may elect to increase or decrease levels of coverage to fit your personal insurance needs. You will pay the difference if you choose to increase your coverage. To calculate what your per paycheck cost would be,

you will subtract the cost amount of the coverage you choose from the amount of coverage the County is providing at no cost. The difference will be your cost. **For example, if I make \$26,000 a year, the County will give me \$25,000 of Life and \$25,000 of AD&D at no cost to me. If I want to increase my Life to \$100,000, then I would pay the difference of \$4.50 and \$1.13 each paycheck.** Your Life Insurance and AD&D do not have to be the same coverage level. If decreasing coverage, the difference is credited (the first two paychecks of each month).

All coverage terminates at employment separation.

Life benefits reduce starting at age 70.

Annual Salary Range	Life Insurance	Cost	AD&D	Cost
\$17,000 or Less	\$10,000	\$0.46	\$10,000	\$0.10
\$17,001 - \$23,000	\$15,000	\$0.67	\$15,000	\$0.15
\$23,001 - \$36,000	\$25,000	\$1.13	\$25,000	\$0.25
\$36,001 - \$45,000	\$35,000	\$1.57	\$35,000	\$0.35
\$45,000 and Greater	\$50,000	\$2.25	\$50,000	\$0.50
Optional Choice	\$75,000	\$3.38	\$75,000	\$0.75
Optional Choice	\$100,000	\$4.50	\$100,000	\$1.00
Optional Choice	\$125,000	\$5.62	\$125,000	\$1.25
Optional Choice	\$150,000	\$6.75	\$150,000	\$1.51

Important note about life insurance taxation:

Federal laws state that the first \$50,000 of group life insurance coverage is not subject to taxes. Amounts in excess of \$50,000 are taxable. The government assigns a value to these amounts and the value is added into your W-2 earnings. These amounts are called imputed income and are calculated based on a rate table established by the IRS. Any combination of group life insurance coverage which exceeds \$50,000 in coverage will be taxed based upon the imputed income tables.

Dependent Life Coverage - Advance Life



Dependent Life Insurance is offered to assist you with financial needs in the event of the death of your spouse and/or child(ren). Dependent Life Insurance coverage ends when the employee reaches age 75. Unmarried dependent child(ren) can be covered up to age 26.

Dependent Life Insurance Options	Coverage Amount	Cost
Spouse and Child(ren)	\$5,000	\$0.82
Spouse Only	\$10,000	\$0.65
Spouse and Child(ren)	\$10,000	\$1.65
Child(ren) Only	\$10,000	\$1.00