

Portable Group Term Life Insurance

Enrollment at a glance

A guide to your plan basics

City of Eugene

**Take advantage of insurance offered at your workplace.
It's convenient and affordable.**

Life Insurance provides basic protection for your loved ones if something happens to you. While many U.S. households have life insurance, the average amount of coverage is often inadequate to meet family needs or pay off debt. Taking advantage of life insurance coverage offered by City of Eugene can be an important part of your financial security.

Group Term Life Insurance pays a benefit to your beneficiary if you pass away during a specific period of time (known as a "term"). The term of this coverage is generally one year, renewing on an annual basis with your other employer-offered benefits.

Eligible employees and/or their spouse or domestic partner may apply for coverage in the Portable Term Life Insurance program.

Your life insurance benefit includes	
Convenient payroll deductions	Since deductions are taken directly from the employee's paycheck, you never have to worry about late payments or lapse notices.
"Take it with you"	The portability option allows for continued coverage that can help protect your family even when the employee's current employment ends before age 70. You may apply to continue your coverage when you leave your current employer and pay premiums to the insurance company directly.

Refer to the information on the following pages to learn more about Portable Term Life Insurance options and determine your coverage cost.



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Portable Group Term Life Insurance coverage options

	Employees	Spouse / Domestic Partner**	Children**
Eligibility	All active employees scheduled to work on at least a 1040-hour-per-year basis.	The employee's spouse/domestic partner under age 60 may apply for coverage even if the employee does not apply.	Either the covered employee or spouse/domestic partner may apply for Children Life Insurance coverage, but not both.
Coverage options	Eligible employees may elect \$20,000 to \$500,000 in \$10,000 increments.	Eligible spouses/domestic partners may elect \$20,000 to \$500,000 in \$10,000 increments.	You may elect \$5,000, \$7,500, or \$10,000 on your children age 6 months to 26 years. Children age 14 days but less than 6 months are covered for 10% of the elected amount.
Guaranteed issue offer*	Ongoing new hires – Employees can elect up to \$100,000 (\$50,000 if age 60 or over) of coverage without providing proof of good health during the initial eligibility period.	Ongoing new hires – Not applicable. The spouse/domestic partner must provide proof of good health for any coverage elected.	Ongoing new hires – You can elect coverage without providing proof of good health on your children during the initial eligibility period.
Accidental Death & Dismemberment (AD&D) Insurance	Coverage is available in an amount equal to elected Employee Portable Term Life Insurance up to \$250,000.	Coverage is available in an amount equal to elected Spouse/Domestic Partner Portable Term Life Insurance up to \$250,000.	Not applicable.
Age reduction(s)	Benefit amounts reduce to 65% of original coverage at age 70 and to 50% of original coverage at age 75. (Coverage ends at age 70 for terminated employees who have continued their coverage.)	Not applicable. Coverage terminates at age 70.	Not applicable.

*Proof of good health is required if you elect Insurance coverage in amounts in excess of the limits described here or you submit an application for coverage more than 31 days after the date you become eligible. When proof of good health is required, the insurance company will need to approve it before coverage becomes effective.

**See the Certificate of Insurance on the City of Eugene's benefits website if you have questions about the definitions of "spouse" or "domestic partner" or "child."

Insurance rate information

The cost is calculated based on the age of the employee or spouse/domestic partner at the start of the plan's current policy year.

Employee Portable Term Life Insurance rates

Age	Monthly cost per \$1,000 of coverage
Under 25	\$0.04
25-29	\$0.05
30-34	\$0.05
35-39	\$0.07
40-44	\$0.09
45-49	\$0.14
50-54	\$0.22
55-59	\$0.41
60-64	\$0.64
65-69	\$1.25
70 +	\$1.46

Spouse/Domestic Partner Portable Term Life Insurance rates

Age	Monthly cost per \$1,000 of coverage
Under 25	\$0.05
25-29	\$0.06
30-34	\$0.08
35-39	\$0.09
40-44	\$0.10
45-49	\$0.16
50-54	\$0.24
55-59	\$0.43
60-64	\$0.66
65-69	\$1.28
70 +	n/a

Accidental Death and Dismemberment (AD&D) Insurance rates

Coverage type	Monthly cost per \$1,000 of coverage
Employee AD&D	\$0.04
Spouse/Domestic Partner AD&D	\$0.04

Children Life Insurance rates

Monthly cost for all eligible children.

Coverage levels	Monthly cost
\$5,000	\$2.00
\$7,500	\$3.00
\$10,000	\$4.00

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Premium calculator

Follow the steps below to calculate the premium based on the amount of insurance you plan to elect.

Portable Term Life Insurance	Employee	Spouse/domestic partner	Children
Step 1: Select the amount of insurance you want	\$	\$	\$
Step 2: Divide this number by \$1,000	\$	\$	N/A
Step 3: Enter the rate from the table(s) above	\$	\$	(C) \$
Step 4: Multiply step #2 by step #3	(A) \$	(B) \$	N/A
Step 5: Add (A), (B) and (C) for the total monthly premium	\$		

AD&D Insurance	Employee	Spouse/domestic partner
Step 6: Select the amount of insurance you want	\$	\$
Step 7: Divide this number by \$1,000	\$	\$
Step 8: Enter the rate from the table above	\$	\$
Step 9: Multiply step #7 by step #8 for the total monthly premium	\$	\$

Total monthly premium - Add step 5 and step 9	\$
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Exclusions and limitations

Supplemental Life Insurance coverages have a two year suicide exclusion from the effective date of coverage or an increase in coverage.

Accidental Death & Dismemberment coverage has exclusions that are described in the certificate of coverage.

Who do I contact with questions?

For more information, please call the Voya Employee Benefits Customer Service Team at (800) 955-7736.

This is a summary of benefits only. A complete description of benefits, limitations, exclusions and termination of coverage will be provided in the certificate of insurance and riders. All coverage is subject to the terms and conditions of the group policy. If there is any discrepancy between this document and the group policy documents, the policy documents will govern. To keep coverage in force, premiums are payable up to the date of coverage termination. Insurance is underwritten by ReliaStar Life Insurance Company (Minneapolis, MN), a member of the Voya® family of companies. Policy form LP06GP (may vary by state).

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