

BASIC LIFE AND AD&D – VOLUNTARY LIFE AND AD&D

Fort Bend ISD provides each eligible employee with Basic Life and Accidental Death & Dismemberment (AD&D) insurance through Guardian. Basic Life and AD&D is paid 100% by Fort Bend ISD and so there is no cost to you.

Basic Life Insurance and AD&D	
Benefit Amount	\$25,000
Age Reduction	50% at age 70
Accelerated Death Benefit	75% of benefit amount

Voluntary Life Insurance and AD&D

You have the option to purchase Voluntary Life and AD&D coverage for yourself and your dependents through Guardian. You must elect this for yourself in order to purchase Life Insurance on your eligible dependents. Voluntary Life and AD&D is combined and is not offered separately. As a new hire, any amount selected over the guarantee issue amount will require a completed Evidence of Insurability Form. When you retire or leave FBISD, you have 31 days to continue your coverage; email Guardian for additional information National_Conversions@glic.com. You pay the full cost of this benefit.

Voluntary Life Insurance and AD&D		
Benefit Amount Maximum (could be subject to medical questions; see Guarantee issue below for new hires and certificate of coverage for plan provisions)	Employee	\$10,000 increments, up to \$500,000
	Spouse	\$10,000 increments to 100% of Employee Amount, not exceeding \$250,000
	Child(ren)	Dependent child age 1-14 days \$100; 14 days - 26 years \$10,000
Guarantee Issue	Employee*	\$250,000
	Spouse	\$30,000
	Child(ren)	\$10,000
Age Reduction	50% at age 70	
Accelerated Death Benefit	75% of benefit amount up to \$250,000	
Late Entrant Penalty	Employees who did not elect during their new hire period in which he or she is eligible to enroll must complete an Evidence of Insurability form (EOI). Coverage is not effective until approved by Guardian.	

*If you are currently enrolled in Voluntary Life, you can increase your amount by \$50,000 each Open Enrollment without EOI, up to the Guarantee Issue amount (for Employee Coverage only).

Monthly Voluntary Life Insurance and AD&D Rates (per \$1,000)		
Age	Employee Rate	Spouse Rate**
25	\$0.063	\$0.120
25-29	\$0.066	\$0.107
30-34	\$0.071	\$0.109
35-39	\$0.092	\$0.129
40-44	\$0.121	\$0.173
45-49	\$0.178	\$0.257
50-54	\$0.258	\$0.387
55-59	\$0.378	\$0.581
60-64	\$0.524	\$1.003
65-69	\$0.867	\$1.681
70-74	\$1.518	\$3.069
75+	\$3.058	\$5.928

**Spouse rate based on employee age

Child rate: \$0.305 per \$1,000

Calculation Example For a Family

Employee: 38 years old electing \$250,000 in Life and AD&D insurance:

Life and AD&D: $250,000 \div 1,000 \times \$0.092 = \$23.00$

Spouse: Employee is 45 years old electing \$30,000 in Spouse Life and AD&D insurance:

Life and AD&D: $30,000 \div 1,000 \times \$0.178 = \$5.34$

Child(ren): electing \$10,000 in Life and AD&D Insurance (the rate covers all children under 26 in a family):

Life and AD&D: $10,000 \div 1,000 \times \$0.305 = \$3.05$

Total Monthly Rate: \$31.39

