

LIFE

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. **Add/Update Beneficiaries. Please use percentage amounts when completing allocations.**

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 (At age 70, your benefit election reduces to 50% of your elected amount)	
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.	

Add/Update Beneficiaries. Please use percentage amounts when completing allocations.

Supplemental Life and AD&D – Monthly Rates		
Premium per \$1,000 of Coverage		
ATTAINED AGE	EMPLOYEE	SPOUSE **
<25	\$0.060	\$0.120
25 – 29	\$0.060	\$0.100
30 – 34	\$0.080	\$0.100
35 – 39	\$0.100	\$0.120
40 – 44	\$0.120	\$0.180
45 – 49	\$0.180	\$0.260
50 – 54	\$0.260	\$0.380
55 – 59	\$0.380	\$0.580
60 – 64	\$0.520	\$1.000
65 – 69	\$0.860	\$1.680
70 – 74	\$1.520	\$3.060
75+	\$3.060	\$5.920

**Spouse rate based on employee age

Child rate: \$0.30 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: $250,000 \div 1,000 \times \$0.10 = \$25.00$

Spouse: Employee is 45 years old electing \$30,000 in Spouse Life and AD&D insurance: Life and AD&D: $30,000 \div 1,000 \times \$0.12 = \$3.60$

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: $10,000 \div 1,000 \times \$0.30 = \$3.00$ Total Monthly Rate: \$31.60

