

Optional Life Insurance

Beyond the \$5,000 basic life insurance coverage provided for all eligible employees, you may enroll in optional life insurance coverage with The Standard Insurance Company (Standard). You must self pay for this coverage; the state does not provide a benefit amount for this coverage. Eligible employees with optional life insurance coverage who retire may be able to continue or convert their coverage (see page 58).

What types of life insurance coverage are available?

- Employee, spouse or domestic partner
- Dependent (\$5,000 value limit)

Is optional employee, spouse or domestic partner life insurance considered term life?

Yes. Term life insurance means that the insurance benefit is payable only if the insured person dies during a specified period. The beneficiary receives the benefit payment if the insured person dies while covered under the policy. This type of insurance does not accumulate any kind of cash value.

How much optional employee, spouse or domestic partner life coverage can I apply for?

You and your spouse or domestic partner receive guaranteed issue coverage of \$20,000 if you enroll within 60 days of your hire date or within 60 days of initial eligibility. You do not need to submit a Medical History Statement for Guaranteed issue amounts.

You and your spouse or domestic partner may each apply for coverage from \$20,000 to \$400,000 in \$20,000 increments. (You must submit a Medical History Statement.)

If your spouse or partner is also a state employee, the combined amount of coverage per person cannot exceed \$400,000.

Optional Dependent Life Insurance

What is optional dependent life insurance?

PEBB offers employees the opportunity to purchase life insurance that covers **all eligible dependents**, including a domestic partner or spouse, a \$5,000 benefit per dependent. You do not need to submit a medical history for this coverage.

What does it cost?

You must self pay for this coverage; the state does not provide a benefit amount toward this benefit. The total cost is \$1.29 per month for any number of dependents. The premium payment is deducted monthly after taxes are deducted from your pay.

Is this considered term life insurance?

Yes. The benefit is payable if the insured dies during a specified period. This type of insurance does not accumulate cash value. You are the beneficiary.

When can I apply?

During Open Enrollment. The benefit is effective January 1 of the new plan year.

As a newly hired employee. The benefit is effective the first of the month following the date you enroll online or your agency receives your completed enrollment form.

When you experience a midyear change. The benefit becomes effective the first of the month following the date your agency receives your completed Life and Disability Update form.

When is a medical history statement required?

It is required if you:

- Enroll after 60 days of initial eligibility
- Request coverage of more than \$20,000 (if enrolling at initial eligibility), or
- Wish to increase your existing coverage.

NOTE: Applications for coverage of \$100,000 or more require physical and laboratory exams coordinated by Standard, at Standard's expense.

2008 Employee & Spouse or Domestic Partner Optional Life Insurance Monthly Premium Rates

Age	Thru-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70 & up
AMOUNT											
\$20,000	0.89	1.04	1.33	1.48	1.63	2.52	3.70	6.96	10.80	20.72	33.60
\$40,000	1.78	2.07	2.66	2.96	3.26	5.03	7.40	13.91	21.61	41.44	67.19
\$60,000	2.66	3.11	4.00	4.44	4.88	7.55	11.10	20.87	32.41	62.16	100.79
\$80,000	3.55	4.14	5.33	5.92	6.51	10.06	14.80	27.82	43.22	82.88	134.38
\$100,000	4.44	5.18	6.66	7.40	8.14	12.58	18.50	34.78	54.02	103.60	167.98
\$120,000	5.33	6.22	7.99	8.88	9.77	15.10	22.20	41.74	64.82	124.32	201.58
\$140,000	6.22	7.25	9.32	10.36	11.40	17.61	25.90	48.69	75.63	145.04	235.17
\$160,000	7.10	8.29	10.66	11.84	13.02	20.13	29.60	55.65	86.43	165.76	268.77
\$180,000	7.99	9.32	11.99	13.32	14.65	22.64	33.30	62.60	97.24	186.48	302.36
\$200,000	8.88	10.36	13.32	14.80	16.28	25.16	37.00	69.56	108.04	207.20	335.96
\$220,000	9.77	11.40	14.65	16.28	17.91	27.68	40.70	76.52	118.84	227.92	369.56
\$240,000	10.66	12.43	15.98	17.76	19.54	30.19	44.40	83.47	129.65	248.64	403.15
\$260,000	11.54	13.47	17.32	19.24	21.16	32.71	48.10	90.43	140.45	269.36	436.75
\$280,000	12.43	14.50	18.65	20.72	22.79	35.22	51.80	97.38	151.26	290.08	470.34
\$300,000	13.32	15.54	19.98	22.20	24.42	37.74	55.50	104.34	162.06	310.80	503.94
\$320,000	14.21	16.58	21.31	23.68	26.05	40.26	59.20	111.30	172.86	331.52	537.54
\$340,000	15.10	17.61	22.64	25.16	27.68	42.77	62.90	118.25	183.67	352.24	571.13
\$360,000	15.98	18.65	23.98	26.64	29.30	45.29	66.60	125.21	194.47	372.96	604.73
\$380,000	16.87	19.68	25.31	28.12	30.93	47.80	70.30	132.16	205.28	393.68	638.32
\$400,000	17.76	20.72	26.64	29.60	32.56	50.32	74.00	139.12	216.08	414.40	671.92

Your life insurance premium rate will increase when your age moves you into a new tier. The tier rate increases on January 1.

When can I enroll, and what are the life insurance plans' effective dates of coverage?

You must be actively at work on the effective date for life insurance to take effect. That means you must be physically on the job and receive pay for that date.

During Open Enrollment:

You may enroll in or increase employee and spouse or domestic partner coverage amounts.

Enroll online or complete and submit enrollment forms to your agency.

Complete and submit a medical history statement to Standard, which will approve or deny your enrollment based on your medical history.

New Hire Enrollment:

You must enroll within 60 days of your hire date.

Enroll online, or complete and submit an enrollment form to your agency, which must be received within 60 days from your hire date.

The first \$20,000 of employee or spouse or domestic partner life coverage is guarantee issue and becomes effective the first of the month following the date you enroll online or your agency receives your completed enrollment form.

Employee and spouse or partner life in excess of \$20,000 (\$40,000 to \$400,000) requires completion of a medical history statement. Coverage is effective the first of the month following approval by Standard.

NOTE: Employee, spouse or domestic partner life insurance coverage becomes effective the first of the month following approval by Standard (no earlier than the beginning of the new plan year, if you enroll during Open Enrollment).

When can I make changes during the year?

If you experience a qualified status change, you may enroll in or increase or decrease the employee, spouse or domestic partner life insurance coverage amounts. Submit an update form to your agency. Complete and submit a medical history statement to Standard. Standard will approve or deny your enrollment based on your medical history.

Employee and spouse or partner life insurance is effective the first of the month following approval by Standard.

How is the premium deducted from my pay?

For employee life insurance, the premium is taken pretax up to the first \$50,000 in coverage. This amount includes the basic life insurance premium.

For spouse or domestic partner life insurance, the premium is deducted post tax.

Who determines the beneficiaries?

You choose the beneficiaries. If you do not name your beneficiaries, the designation reverts to the standard designation. The standard designation pays benefits according to the chain of family beneficiaries established by Oregon law. It automatically accounts for such life changes as marriage, divorce, death, birth or adoption within your family.

You can make your beneficiary designations online at <https://pebb.benefits.oregon.gov/members>. If you choose to name your beneficiaries, you will need to enter:

The person's (or trust's) legal name and relationship to you

The whole-number percentage you wish the person to receive from your benefit

Whether the person is a primary or a contingent beneficiary.

This designation will not change until you request a change.

What if my position terminates or I change employment?

If you lose benefit eligibility (for reasons other than total disability or retirement), you may continue or "port" your employee, spouse, or domestic partner life coverage. Portability rates for continued coverage are based on the existing active employee plan rates.

What if my spouse, partner or I become disabled or retire?

Employees, spouses or domestic partners who lose benefit eligibility due to a disability or retirement can convert to a whole life individual policy. A whole life policy provides coverage for an individual's whole life, rather than a specified term. You can apply for an individual policy of permanent life insurance without submitting evidence of insurability.

NOTE: You must apply for portability directly to Standard within 60 days after the date your employment terminates. You must apply for conversion within 60 days of your coverage end date.

What are our options if we both work for the state and one of us loses benefit eligibility?

You may request that the employee, spouse or domestic partner life insurance coverage be rolled over to the active enrollment. It is not necessary to complete a medical history statement to roll over the benefit.

What happens to my premium payment if I become disabled?

If you become totally disabled before age 60 from all occupations while insured, your insurance premium payment may be waived, and your coverage may continue without further payment. For purposes of waiver of life insurance premium, insurance means the employee, spouse or domestic partner coverage (except coverage under the portability provision). Waiver of life insurance premium ends when your disability for all occupations ends, you fail to provide ongoing proof of eligibility, you fail to cooperate with the insurance company or you convert your life insurance.

What life insurance options do employees have when they retire?

The Standard Insurance Company guarantees your acceptance without submitting evidence of insurability if you enroll in continuation coverage within 60 days of your retirement date. To enroll for conversion you must apply within 60 days of your coverage end date. Generally, you may enroll for an amount that does not exceed 50 percent of the amount of basic and optional life insurance in effect on the day before your retirement date. The benefit amount will decrease by percentages as you age. For conversion information, contact Standard.

If when you retire, your spouse or domestic partner is a state employee, you can roll over your current optional life insurance coverage premium to their payroll deduction for as long as your spouse or domestic partner continues state employment.

Remember, if you are enrolled for optional life insurance coverage as an employee, within 60 days of when your group coverage ends, you can:

- Continue up to 50 percent of the value of your employee life insurance without review of your medical history statement

- Convert your spouse and/or dependent life insurance to individual policies

- Convert your life insurance to individual policies

- Roll over your life insurance premium to your spouse's or domestic partner's payroll deduction if the spouse or partner works for the state.

NOTE: You must complete the Retiree Life Insurance Application and submit it directly to Standard. The application is available online at the PEBB Web

When does my optional life policy pay out?

The Standard plan pays benefits upon death from any cause (excluding suicide during the first two years of being insured).

NOTE: To file a claim, contact Standard or your agency and ask for a Life Insurance Benefit application.

What if my spouse, domestic partner or I become terminally ill?

If the insured individual becomes terminally ill (with a life expectancy of less than 12 months), he or she may elect a one-time, lump-sum benefit payment.

Are there any exclusions to my life insurance benefits?

Yes. Optional employee and spouse or domestic partner life insurance is not payable if death results from suicide or other intentionally self-inflicted injury, while sane or insane.

NOTE: This is a summary only. For details relating to the PEBB-sponsored life insurance, please review the group life insurance certificate. The certificate is available online at www.oregon.gov/das/pebb. You may also contact PEBB to request a copy of the certificate.

2008 Retiree Life Insurance Monthly Premium Rates

Age	Thru 49	50-54	55-59	60-64	65-69	70-74	75-79	80-84	85 plus
AMOUNT									
\$10,000	\$2.70	\$4.05	\$4.95	\$6.75	\$13.50	\$22.50	\$33.75	\$51.30	\$73.80
20,000	5.40	8.10	9.90	13.50	27.00	45.00	67.50	102.60	147.60
30,000	8.10	12.15	14.85	20.25	40.50	67.50	101.25	153.90	221.40
40,000	10.80	16.20	19.80	27.00	54.00	90.00	135.00	205.20	295.20
50,000	13.50	20.25	24.75	33.75	67.50	112.50	168.75	256.50	369.00
60,000	16.20	24.30	29.70	40.50	81.00	135.00	202.50	307.80	442.80
70,000	18.90	28.35	34.65	47.25	94.50	157.50	236.25	359.10	516.60
80,000	21.60	32.40	39.60	54.00	108.00	180.00	270.00	410.40	590.40
90,000	24.30	36.45	44.55	60.75	121.50	202.50	303.75	461.70	664.20
100,000	27.00	40.50	49.50	67.50	135.00	225.00	337.50	513.00	738.00
110,000	29.70	44.55	54.45	74.25	148.50	247.50	371.25	564.30	811.80
120,000	32.40	48.60	59.40	81.00	162.00	270.00	405.00	615.60	885.60
130,000	35.10	52.65	64.35	87.75	175.50	292.50	438.75	666.90	959.40
140,000	37.80	56.70	69.30	94.50	189.00	315.00	472.50	718.20	1033.20
150,000	40.50	60.75	74.25	101.25	202.50	337.50	506.25	769.50	1107.00
160,000	43.20	64.80	79.20	108.00	216.00	360.00	540.00	820.80	1180.80
170,000	45.90	68.85	84.15	114.75	229.50	382.50	573.75	872.10	1254.60
180,000	48.60	72.90	89.10	121.50	243.00	405.00	607.50	923.40	1328.40
190,000	51.30	76.95	94.05	128.25	256.50	427.50	641.25	974.70	1402.20
200,000	54.00	81.00	99.00	135.00	270.00	450.00	675.00	1026.00	1476.00

Your life insurance premium rate will increase when your age moves you into a new tier. The tier rate increases on January 1.