



# CITY OF WEST PALM BEACH

## Summary of Hartford Term Life/AD&D Benefits

### WHAT ARE THE BASIC TERM LIFE AND AD&D BENEFITS?

#### Eligibility

- Class 1 – Active Full-time Employees of Management Class 1
- Class 2 – Active Full-time Employees of Management Class 2 other than members of the Professional Managers Supervisors Association (PMSA)
- Class 3 - Active Full-time Employees of Management Class 2 who are members of the PMSA
- Class 4 – Active Full-time Employees or Elected Officials other than Members of the PMSA, Firefighters and employees of the Police Department
- Class 5 – Active Full-time Employees who are members of the PMSA who are not in Management Classes 1 or 2, other than Firefighters and employees of the Police Department
- Class 6 – Active Full-time Employees of the Police Department who are not in Management Classes 1 or 2
- Class 7 - Active Full-time Employees of the Fire Department who are not in Management Classes 1 or 2
- Class 8 - Retired Employees who retired prior to October 1, 1998 other than employees of the Police and Fire Department
- Class 9 - Retired Employees who retired on or after October 1, 1998 other than employees of the Police and Fire Department
- Class 10- Retired Employees of the Police Department
- Class 11- Retired Employees of the Fire Department

#### Benefit Amount

Class 1	1 times annual earnings plus \$100,000, rounded to the next higher Multiple of \$1,000 to a maximum of \$250,000
Class 2	1 times annual earnings plus \$50,000, rounded to the next higher Multiple of \$1,000 to a maximum of \$250,000
Class 3	1 times annual earnings plus \$75,000, rounded to the next higher Multiple of \$1,000 to a maximum of \$250,000
Class 4	1 times annual earnings, rounded to the next higher multiple of \$1,000 to a maximum of \$100,000
Class 5	1 times annual earnings plus \$25,000, rounded to the next higher Multiple of \$1,000 to a maximum of \$100,000
Class 6	1 times annual earnings, rounded to the next higher multiple of \$1,000 to a maximum of \$100,000
Class 7	1 times annual earnings, rounded to the next higher multiple of \$1,000 to a maximum of \$100,000
Class 8	Flat \$7,500
Class 9	Flat \$10,000
Class 10	Flat \$25,000
Class 11	Flat \$25,000

#### AD&D Benefit

- Classes 1 – 7: AD&D matches your Basic Life Benefit
- Classes 8 – 11: AD&D is not available

#### Cost to You

None - The City of West Palm Beach pays for this benefit.

#### Age Reduction

- Classes 1 – 7: Your benefit amount reduces starting at age 70.
- Classes 8 – 11: Your benefit does not reduce.

## WHAT ARE THE EMPLOYEE SUPPLEMENTAL TERM LIFE BENEFITS?

<b>Eligibility</b>	All Active Full-time Employees
<b>Benefit Options</b>	1, 2 or 3 times your basic annual earnings to a maximum of \$300,000
<b>Cost to you</b>	This benefit is 100% employee paid.
<b>Guaranteed Issue</b>	\$250,000 for all first-time eligible employees. Employees who did not enroll when first eligible and later want to add this coverage, or employees who want to increase their current election must submit medical evidence to Hartford Life. Coverage will not be effective unless, and until, Hartford Life approves your application.
<b>Portability</b>	You can take this coverage with you if you terminate employment prior to Normal Retirement Age. Rates will be similar but not identical.
<b>Age Reduction</b>	Your benefit amount reduces starting at age 70.

$$\frac{\text{Elected Benefit Amount}}{\div \$1,000} = \frac{\quad}{\quad} \times \frac{\$0.35}{\text{Monthly Rate (per \$1,000)}} = \$ \frac{\quad}{\quad} \text{Your Monthly Cost}$$

## WHAT ARE THE SUPPLEMENTAL DEPENDENT TERM LIFE BENEFITS?

<b>Spouse/Child Benefit Options</b>	Spouse - Flat \$10,000 Child - Flat \$5,000
	Dependent elections cannot exceed 50% of employee's inforce Life benefit. You may not elect coverage for your spouse if your spouse is covered as an employee under this policy. If both you and your spouse are employees of The City, only one of you may elect coverage for your child(ren).  Children from live birth to age 21 are covered, and may remain on the plan to their 25 <sup>th</sup> birthday if a full-time student.
<b>Spouse Guaranteed Issue</b>	\$10,000 is the guaranteed issue amount for spouses who are newly eligible for coverage. Employees who have previously declined spouse coverage must submit medical evidence for their spouses to Hartford Life. Coverage will not be effective unless, and until, Hartford life approves your application.
<b>Child(ren) Guaranteed Issue</b>	All amounts are guaranteed issue, even if enrolling late.
<b>Cost to you</b>	This benefit is 100% employee paid.

**This benefit highlights sheet is an overview of the Life and AD&D Insurance being offered and is provided for illustrative purposes only and is not a contract. It in no way changes or affects the policy as actually issued. Only the Insurance policy issued to the policyholder (your employer) can fully describe all of the provisions, terms, conditions, limitations and exclusions of your Insurance coverage. In the event of any difference between the benefit highlights sheet and the Insurance policy, the terms of the Insurance policy apply.**