

Alaska Division of Retirement and Benefits

Life Insurance



When you are hired by the state of Alaska or a participating employer, you are automatically enrolled in Basic Life/Accidental Death & Dismemberment insurance (AD&D) and Business Travel Accident (BTA) insurance. You also have the choice of enrolling in Select Life and two other types of life insurance offered to state employees eligible for Voluntary Supplemental Benefits—Supplemental Life and Accidental Death & Dismemberment.

Basic Life and AD&D

- Employer-paid group term life insurance
- Pays in a lump sum

Who is eligible?

Permanent and long-term nonpermanent state employees.

Benefit Amount

The basic life benefit is either \$2,000 or \$10,000, depending on your bargaining unit contract. Exempt employees are covered at \$10,000. Basic Life is payable regardless of cause, with an additional \$5,000 if death is accidental. Up to \$1,000 is payable for dependent death.

Premium

The monthly premium is paid by the state/employer.

Enrollment

Enrollment is automatic at the time of hire in an eligible position.

Coverage Starts

Coverage starts on the 31st day of work, assuming no leave without pay (LWOP) has been taken. If there are breaks in coverage due to LWOP, other effective dates may apply.

Coverage Ends

Coverage ends on the earliest of the last day of the month in which:

- pay status ends;
- employment terminates; or
- the premium is paid.

Continuation/Portability

This plan is portable while on LWOP, and after termination of employment, by paying premium to life carrier.

Beneficiary Form

Basic and Select Life Insurance Enrollment or Change Form (5-301a)

Travel Accident Coverage

- State-paid business travel insurance

Who is eligible?

State employees are eligible while in authorized travel status.

Benefit Amount

\$75,000, \$100,000 or \$200,000 depending on your bargaining unit contract. This is payable if you die accidentally while in travel status on state business. A maximum of \$100,000 is payable if you suffer an accidental dismemberment while on travel status on state business.

Coverage Starts and Ends

Coverage starts at the date of hire and ends at termination.

Continuation/Conversion

There is none available.

Beneficiary Form

Designation of Beneficiary for Unpaid Compensation

Select Life

- Group term life and accidental death insurance
- Pays in a lump sum

Who is eligible?

Permanent and long-term nonpermanent state employees and permanent employees of participating employers.

Benefit Amount

- The benefit amount is the employee's annual salary, rounded up to the nearest \$1,000, updated each January 1. It is payable regardless of cause.
- The benefit amount is doubled if death is accidental.
- Up to \$100,000 is available for Supervisory and Confidential Unit members, and up to \$60,000 for all others.

Premium

- The premium is post-tax.
- The premium is based on the age and wage of the employee when hired, and is updated with age and wage annually each January 1.

See the premium table on the Division website at Alaska.gov/drb.

Enrollment

Enrollment is available at the online benefits enrollment portal at MyRnB.alaska.gov:

- during first 30 days of eligible employment;
- within 30 days of qualified change in employment or family status; or
- during the annual open enrollment period.

Coverage Starts

Assuming that the premiums are paid, coverage starts on:

- the first of the month following 30 days of employment if elected at hire;
- the first of the month following enrollment receipt if elected following a qualified change in family or employment status;
- January 1 if elected during open enrollment; or
- the first of the month following return from LWOP.

Coverage Ends

Coverage ends on the earliest of the last day of the month in which:

- pay status ends;
- employment terminates; or
- the premium is paid.

Continuation/Portability

This plan is portable while on LWOP, and after termination of employment, by paying premium to life carrier.

Enrollment/Beneficiary Form

Basic and Select Life Insurance Enrollment or Change Form (5-301a)

Voluntary Supplemental Life & Accidental Death and Dismemberment

Who is eligible?

You can enroll if you are a State employee. Exceptions include: members of the Labor, Trades and Crafts (LTC) unit, the Teachers' Retirement System (TRS), on-call employees, temporary legislative employees, employees of the National Guard (including Emergency Guard), short-term non-permanent employees, student interns, leased employees, and emergency employees hired for natural disasters, including emergency firefighters.

You can enroll if you are an employees of a participating political subdivision covered under the terms of the political subdivision's participation agreement.

Premium

- The premium is pretax.

See the premium table on the Division website at Alaska.gov/drb.

Enrollment

Enrollment is available at the online benefits enrollment portal at MyRnB.alaska.gov:

- during first 30 days of eligible employment;
- within 30 days of qualified change in employment or family status; or
- during the annual open enrollment period.

Coverage Starts

Assuming that the premiums are paid, coverage starts on:

- the first of the month following 30 days of employment if elected at hire;

- the first of the month following enrollment receipt if elected following a qualified change in family or employment status;
- January 1 if elected during open enrollment; or
- the first of the month following return from LWOP.

Coverage Ends

Coverage ends on the earliest of the last day of the month in which:

- pay status ends;
- employment terminates; or
- the premium is paid.

Continuation/Portability

This Life Insurance plan is portable while on LWOP, and after termination of employment, by paying premium to life carrier. AD&D may not be continued during LWOP, and is not portable at termination.

Beneficiary Form

Voluntary Supplemental Benefits (VSB) Life and AD&D

Voluntary Supplemental Life

- Group term life insurance
- Covers employee only
- Pays in a lump sum

Benefit Amount

Choice at enrollment of:

- \$10,000
- \$50,000
- \$100,000
- \$200,000 (requires statement of health)
- \$300,000 (requires statement of health)

If selecting AD&D, you must have at least \$10,000 Supplemental Life insurance.

Statement of Health (SOH)

A Statement of Health (SOH) is used to protect an employer's group insurance program from adverse risks and to reduce the likelihood of disproportional claims risk. This helps control the cost of the group insurance for enrollees and allows employers to continue offering coverage.

If you are electing life insurance at either \$200,000 or \$300,000 you will be required to provide a SOH at:

- Initial election of coverage during open enrollment;
- Election of increased coverage at open enrollment;
- Increase of coverage due to qualifying life events; or
- Initial election at hire.

You will receive the SOH directly from MetLife, and will return it directly to MetLife. If you elect \$200,000 or \$300,000 you will be covered at \$100,000 until approved. If you are not approved, you will remain covered at \$100,000.

Voluntary Accidental Death & Dismemberment (AD&D)

- Group term accidental death and dismemberment insurance
- Pays benefits if death or dismemberment is caused by an accident
- Available for employee only or employee and family
- Pays in a lump sum

Note: If selecting AD&D, you must also have at least \$10,000 of Supplemental life insurance.

AD&D Benefit Amount

The full benefit amount for employees who enroll in this plan is \$100,000. If you enroll your family, the benefits payable for a loss incurred by a family member will be based on the composition of your family at the time of the loss. This is shown in the following table:

| Family Composition at Time of Loss | Full Benefit Amount |
|---|---------------------|
| Employee, Spouse and Dependent Children | |
| • Employee | \$100,000 |
| • Spouse | \$ 40,000 |
| • Dependent Child | \$ 5,000 |
| Employee and Spouse | |
| • Employee | \$100,000 |
| • Spouse | \$ 50,000 |
| Employee and Dependent Children | |
| • Employee | \$100,000 |
| • Each Dependent Child | \$ 10,000 |

The plan will pay benefits if a covered individual dies or suffers a covered loss within 100 days after, and as the result of, an accidental injury, independent of all other causes. Benefits will be paid as follows:

| For the Loss of... | Benefit Payable |
|---|----------------------------|
| Life | Full benefit amount |
| Both eyes, feet or hands or any combination thereof | Full benefit amount |
| One eye, one foot or one hand | 1/2 of full benefit amount |
| Thumb and index finger of same hand | 1/4 of full benefit amount |



Alaska Division of Retirement and Benefits

6th Floor, State Office Building | 333 Willoughby Ave. | P.O. Box 110203 | Juneau, AK 99811-0203

Member Education Center

Hours: Monday-Thursday 8:30 a.m. to 4 p.m. | Friday 8:30 a.m. to 3 p.m.

Toll-Free: (800) 821-2251 | In Juneau: (907) 465-4460 | Fax: (907) 465-4668 | TDD: (907) 465-2805

doa.drb.mscc@alaska.gov

January 2017

AlaskaCare.gov

ben052

The information in this brochure is not intended to replace the Alaska Statutes, the Alaska Administrative Code, or the plan documents. Language contained in Alaska Statutes, the Alaska Administrative Code, and the plan documents governs the plans.