Group Life Insurance

Beginning January 1, 2024, The City of Memphis will be offering life insurance through MetLife.

Life insurance provides a source of income for your beneficiary in the event of your death, which can help employees cover immediate or long-term expenses.

Employees have the option to elect coverage through Contributory Basic Life Insurance, where the City makes a contribution towards the policy cost, and/or a Voluntary Life Insurance Plan, which is portable.

CONTRIBUTORY BASIC LIFE INSURANCE

The Contributory Basic Life Insurance benefit is equal to 1.5 times your base annual earnings, rounded to the next higher $100. The maximum amount is $200,000. Dependent life can also be purchased.

VOLUNTARY INSURANCE

Voluntary Life coverage may be elected per the table below. All coverage amounts that are not guaranteed require Evidence of Insurability (EOI). Coverage elected during annual enrollment will be effective **January 1, 2024** or whenever EOI is approved, whichever is later.

Active Full-time Employee Group Life Insurance		
Coverage Type	**Coverage Options**	**Additional information**
Employee Voluntary Life	All Full-Time Employees Choice of $10,000 increments not to exceed 5 times your annual salary. Benefits will begin to be reduced at age 65.	Guarantee Issue (For New Hires only. All existing employees require EOI): The lesser of $200,000 or 3 times salary
Spouse Voluntary Life	$5,000 increments to a maximum of $250,000.	Employee must elect coverage for spouse to be eligible. Not to exceed 50% of the employee's approved amount of Voluntary Life coverage.
Child Voluntary Life	$10,000	Child is covered from live birth to age 25.

The City of Memphis Pays for a $10,000 death benefit for all active employees and $5,000 for Retirees.

Beginning January 1, 2024, The City of Memphis will be offering disability insurance through MetLife.

SHORT-TERM DISABILITY (STD)

Short-Term Disability insurance pays a weekly benefit if you cannot work due to a covered illness or injury. STD benefits replace a portion of your weekly income, by providing funds directly to you to help pay your bills and living expenses.

- **Eligibility:** Full-time permanent, active employees of City of Memphis over 18 years old.
- **Premium:** You pay 100% for this coverage through payroll deduction.

Your benefit begins after a 14-day waiting period and will pay a maximum of 166 days. STD benefits will end the day long-term disability benefits become payable to you under a group plan provided by the City of Memphis.

STD benefits will not be paid while a member is eligible to receive sick pay.

LONG-TERM DISABILITY (LTD)

- **Eligibility:** Full-time, active employees of the City of Memphis over the age of 18.
- **Premium:** Employer-paid benefit by the City of Memphis.
- **LTD Benefit:** 60% of the first $8,333 of your pre-disability earnings, reduced by deductible income.
- **Maximum LTD Benefit:** $5,000, before reduction of deductible income.
- **Assisted Living Benefit**: An additional 20% of the first $8,333 of your pre-disability earnings, not to exceed $1,667.
- **Benefit waiting period:** 180 days.
- **Maximum benefit period:** Determined by your age when disability begins. For additional information, refer to your policy.
- Deductible while on disability which would then reduce your weekly or monthly benefit amount paid by MetLife.

Questions?
We're here to help.

Contact MetLife at:
1-800-GET MET8

(1 800 438-6388)

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Active-Full-time employee Short-Term disability

	Plan 1	Plan 2	Plan 3
Benefits Schedule of Salary	50%	60%	70%
Insured Pre-disability earnings	$3,000	$2,500	$2,143
Maximum Weekly Benefit	$1,500	$1,500	$1,500
Minimum Weekly Benefit	$15	$15	$15
Benefit Waiting Period Accident & Sickness	14 Days	14 Days	14 Days
Maximum Benefit Period	166 Days	166 Days	166 Days

Sample Weekly Benefits Calculations With Per-Pay-Period Cost by Plan

Employee Earnings	Plan 1		Plan 2		Plan 3	
	Weekly Benefit	Biweekly Cost	Weekly Benefit	Biweekly Cost	Weekly Benefit	Biweekly Cost
$25,000/year ($480/week)	$240	$5.18	$288	$6.22	$336	$7.26
$50,000/year ($962/week)	$481	$10.39	$577	$12.46	$673	$14.54
$75,000/year ($1,442/week)	$721	$15.57	$865	$18.68	$1,009	$21.79
$100,000/year ($1,923/week)	$962	$20.78	$1,153	$24.90	$1,346	$29.07
$125,000/year ($2,403/week)	$1,202	$25.96	$1,442	$31.15	$1,500	$32.40
$150,000/year ($2,885/week)	$1,442	$31.15	$1,500	$32.40	$1,500	$32.40
$175,000/year ($3,365/week)	$1,500	$32.40				

Maximum benefit for each of these plans = $1,500 per week

Disability/Death Benefits

MetLife P

DEATH BENEFIT

The City of Memphis Pays for a $10,000 death benefit for all active employees and $5,000 for Retirees.

DISABILITY BENEFITS

Short-Term disability (STD)

Short-Term Disability insurance pays a weekly benefit if you cannot work due to a covered illness or injury. STD benefits replace a portion of your weekly income, by providing funds directly to you to help pay your bills and living expenses. In case of a discrepancy between the plan documents and this guide, the plan documents will prevail. Benefits are subject to change without notice.

- Eligibility: Part-time active employees of City of Memphis over the age of 18 who has worked over a year of continuous service and at least worked 20 hours/week.
- **Premium:** You pay 100% for this coverage through payroll deduction.
- Part-time employee Voluntary Short-Term disability

Part-time Employee Voluntary Short-Term Disability

Voluntary STD Plan 1	
Benefits Schedule of Salary	50%
Insured Pre-disability earnings	$3,000
Maximum Weekly Benefit	$1,500
Minimum Weekly Benefit	$15
Benefit Waiting Period Accident & Sickness	14 Days
Maximum Benefit Period	166 Days

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Sample Weekly Benefits Calculations With Per-Pay-Period Cost by Plan for Part-time employees

Employee Earnings	Plan 1	
	Weekly Benefit	Biweekly Cost
$15,000/year ($288/week)	$144	$3.11
$20,000/year ($384/week)	$192	$4.15
$25,000/year ($480/week)	$240	$5.18
$30,000/year ($578/week)	$289	$6.24
$35,000/year ($673/week)	$337	$7.28