

Summary of Group Life Insurance (GLI) Benefits for Current Active Police Employees Covered by the Milwaukee Police Supervisors' Organization (MPSO) and Police Management Employees

Eligibility

As a Police employee covered by the MPSO or a Police Management employee you are eligible to enroll in the City's Group Life Insurance (GLI) Program, if you are working in a position with a designated work week of more than 20 hours per week.

Effective January 1, 2023, the carrier for the City's GLI program will be SunLife.

Coverage

Basic Life Insurance

For all eligible MPSO and Police Management employees, the City, will automatically provide, at no cost to the employee, a basic coverage of \$55,000. Enrollment in basic life insurance is automatic and employees are not required to sign up or complete enrollment forms to participate in this plan.

You should, however, be sure to designate your life insurance beneficiary which can be done online via the City's self-service option, or by filling out a paper beneficiary form which can be obtained from the Employees' Retirement System (ERS) by calling 414-286-6157. **The form is also available by clicking here https://www.cmers.com/CMERS_RD/Forms.htm.**

This coverage ends upon separation from the employee classification of Police, retirement, or death of the employee.

Please note that per IRS regulations, the cost for \$5,000 of this basic coverage is considered imputed income for the employee, and you will see this income reflected on your paycheck. The cost for the \$5,000 of coverage will be calculated using the rates specified by the IRS. Please refer to the [website](#) for more information.

Voluntary Life Insurance

The City is also offering employees the opportunity to sign up for voluntary life insurance coverage. This coverage is based upon the annual base salary, and can be one of the following multiples of the salary: 50%, 100%, 150%, 200%, 250%, or 300%. The voluntary coverage is capped at \$300,000. If your salary is \$50,000 per year, you can get as much as \$150,000 in coverage.

You will need to pay for this coverage at age-banded rates that are shown in the "Monthly Rates" section below. The deductions will occur bi-weekly.

Electing any level of voluntary coverage if not already enrolled, or increasing the coverage by more than 50% if already enrolled, will require you to provide MetLife with EOI. The EOI is a medical questionnaire plus other medical information or examinations that may be needed by the insurance carrier before allowing a person to purchase voluntary coverage. In subsequent years you will only be able to increase your coverage by 50% of existing coverage without the EOI.

You may only change voluntary coverage during annual open enrollment periods. Your election of voluntary coverage must remain in effect until the next open enrollment period.

Family Life Insurance

The City's GLI program also includes a family life insurance option that can be purchased for a flat amount of \$6.30 per month (this amount stays the same, regardless of the total number of dependents in your family). This coverage provides \$25,000 for spouses or domestic partners, \$2,000 per dependent child who is 14 days or older but less than 6 months, and \$10,000 per dependent child who is the age of 6 months until the end of the year in which the child turns 26 years of age.

To be eligible to enroll for this family coverage, an employee must purchase a minimum voluntary life insurance coverage of 50% of the annual base salary. You can enroll in family life insurance within 31 days of a qualifying event (marriage/birth) without evidence of insurability.

The employee is the only beneficiary of family life insurance. This family life insurance ends upon separation from the City, retirement, or death of the employee.

Retirement Benefits Effective 4/1/18

All active employees that were in the MPSO *prior to 4/1/18* will be eligible for the following life insurance benefit at retirement:

The employee must have 20 yrs. of service credit and be enrolled in voluntary life insurance (any percentage) in order to have life insurance as a retired employee.

At the time of retirement their coverage is equal to 150% of base salary at the time of retirement regardless of the amount of voluntary coverage they carried as an active employee. They have the option to reduce coverage in increments of \$1,000. This coverage is paid for by the member at the age banded rates.

Upon reaching 65 years of age the member no longer pays for the coverage. This coverage is paid for by the City. At age 65 coverage is reduced to 50% of base salary at the time of retirement (regardless of the amount the member may have reduced coverage to) and will remain at that amount for the rest of their life.

All active employees that become part of the MPSO *on or after of 4/1/18* will be eligible for the following life insurance benefit at retirement:

Any member who has voluntary coverage at the time of retirement may keep or reduce that coverage and pay for it at the age banded rates. Coverage must be in multiples of 50% of their salary at the time of retirement, not to exceed the voluntary coverage they had in effect at the time of retirement

Upon reaching 65 years of age, as long as the member has kept voluntary life insurance, they have two options:

- 1: Keep, or reduce, voluntary coverage by paying the age banded rates and the City will pay for \$10,000 of the coverage. (Example: member has \$20,000 and is age 65. Member pays \$10.16 for \$10,000 and the City pays for the other \$10,000 for a total coverage of \$20,000.)
2. Member waives their voluntary coverage at age 65 but continues to have a \$10,000 City-paid life insurance policy.

Please note that the employer-paid \$55,000 basic coverage you had as an active employee will end upon retirement. All premiums will be paid for at the age banded rates that are in effect at that time. For the rates that will be in effect as of February 1, 2017, please refer to the “Monthly Rates” section below.

Monthly Rates (effective February 1, 2017 to December 31, 2019)

| Age* | Rate Per \$1,000 of Coverage | Age* | Rate Per \$1,000 of Coverage | Age* | Rate Per \$1,000 of Coverage | Age* | Rate Per \$1,000 of Coverage |
|---------|------------------------------|---------|------------------------------|---------|------------------------------|---------|------------------------------|
| < 25 | \$0.040 | 35 - 39 | \$0.072 | 50 - 54 | \$0.184 | 65 - 69 | \$1.016 |
| 25 - 29 | \$0.048 | 40 - 44 | \$0.080 | 55 - 59 | \$0.344 | 70 - 74 | \$1.648 |
| 30 - 34 | \$0.064 | 45 - 49 | \$0.120 | 60 - 64 | \$0.528 | 75 - 79 | \$1.944 |
| | | | | | | 80 - 84 | \$2.240 |
| | | | | | | 85 - 89 | \$4.232 |
| | | | | | | 90+ | \$6.400 |

* The age as of January 1 each year is used to determine the premiums for that entire year.