

## Option C - Family

If you elect Basic, you may elect Option C - Family to cover eligible family members. Unlike in the past, you may now choose one, two, three, four or five multiples of coverage. Each multiple is equal to \$5,000 for your spouse, and \$2,500 for each of your eligible children.

Choose five multiples of coverage, and you would have \$25,000 of coverage on your spouse, and \$12,500 of coverage for each of your eligible<sup>1</sup> children. New family members will automatically be covered. Another change this year is that foster children are now covered as well.

You pay the full cost of this coverage. Your cost, which covers all eligible family members, depends upon your age as shown in the following table.

Age Group <sup>2</sup>	Withholding per Multiple	
	Biweekly	Monthly
Under age 35	\$ 0.27	\$ 0.59
35 through 39	0.34	0.74
40 through 44	0.46	1.00
45 through 49	0.60	1.30
50 through 54	0.90	1.95
55 through 59	1.45	3.14
60 through 64	2.60	5.63
65 through 69	2.60 (3.00*)	5.63 (6.50*)
70 and over	2.60 (3.40*)	5.63 (7.37*)

\*effective in 2000

For our hypothetical employee who is 38 years old, paid biweekly, and chooses three multiples of family coverage, his or her cost would be \$1.02 per pay period. This provides \$15,000 of coverage on his/her spouse, and \$7,500 of coverage on each of their eligible children. (3 times \$0.34 [the rate at age 38 for each multiple of family coverage] = \$1.02.)



United States  
**Office of  
Personnel Management**  
Washington, D.C. 20415

We are pleased to announce a Federal Employees' Group Life Insurance (FEGLI) Open Enrollment Period which will be held from April 24 through June 30, 1999.

All eligible employees may enroll – or change their current enrollment – without providing results of a physical exam.

This year, we reduced FEGLI rates for all enrollees in Basic and for enrollees in most age groups for Optional insurance. In addition there are several new, enhanced features now available to you including: Higher Family Coverage (up to \$25,000 for your spouse, and \$12,500 for each of your eligible children), Foster Child Coverage, and Portability.

The effective date for new enrollments and changes will be the first day of your first pay period that begins on, or after, April 23, 2000, and which immediately follows one in which you were in pay and duty status, for at least 32 hours for full-time employees.

Part-time employees must be in pay and duty status for one-half of the regularly-scheduled tour of duty shown on their current SF 50, Notification of Personnel Action. If you work a non-standard schedule, contact your human resources office.

This is a rare and valuable opportunity for each of you to review your personal insurance needs and make any changes you believe are necessary.



Inside...A brief look at the features and benefits of the new FEGLI '99 Open Enrollment. Please see your human resources specialist, the FEGLI Program Booklet (RI 76-21, April 1999) or our website at [www.opm.gov/insure/life](http://www.opm.gov/insure/life) for full details.



# Open Enrollment for the Federal Employees' Group Life Insurance Program

**April 24 - June 30, 1999**

Life Insurance for the New Millennium

Your New Opportunity  
to Enroll or Increase  
Your Life Insurance  
Coverage at Lower Cost  
for You and Your Family



United States  
**Office of  
Personnel Management**

FE-74-A (4-99)



This new open enrollment period for the Federal Employees' Group Life Insurance (FEGLI) Program gives you the opportunity to either enroll in the Program if you previously waived coverage or add to your existing coverage at the new, generally lower, rates.

Under the FEGLI Program, you can have . . . high protection at low group rates for you and your family . . . convenient payroll deductions . . . and new portability<sup>1</sup>, that can allow you to keep Option B coverage after your coverage as an employee ends.

The Federal Government pays one-third of the cost of your Basic life insurance. Additionally, FEGLI offers several options, so that you can design the coverage that best meets your needs. Remember the FEGLI '99 Open Enrollment Period is from April 24 through June 30, 1999.

This is the first unrestricted open enrollment period since 1993. Your human resources specialist, the FEGLI Program Booklet (RI 76-21, April 1999) or our website at [www.opm.gov/insure/life](http://www.opm.gov/insure/life) can provide you with full details. Please review the Program carefully before you make your life insurance choices.

To take advantage of this special opportunity – whether you are currently enrolled in the FEGLI Program and wish to change your coverage, or are not currently enrolled and wish to enroll – you must submit a completed “FEGLI ‘99 Open Enrollment Period Election Form” (RI 76-27) to your human resources office by June 30, 1999.

If you want to keep your present life insurance coverage, do not complete an election form. However, please remember that there may not be another FEGLI open enrollment period for several years.

## A CLOSER LOOK

### Basic Life Insurance

Now, at new lower rates, your Basic life insurance coverage is based on your annual pay and provides the first level of protection. Your Basic Insurance Amount (BIA) equals your annual basic pay (there is no longer a salary cap) rounded to the next higher \$1,000, plus \$2,000. For example, for an enrolled employee<sup>#</sup> earning \$39,500, the BIA equals \$42,000. (\$39,500 rounded up to the next higher \$1,000 equals \$40,000 plus \$2,000 equals \$42,000).

The Federal Government pays one-third of the cost of your Basic life insurance. The new, lower rates that you pay, are:

Age Group	Withholding per \$1,000 of Insurance	
	Biweekly	Monthly
All Ages	\$0.1550	\$0.3358

Using the example above, an employee whose BIA is \$42,000, and whose payroll method is biweekly would pay \$6.51 per pay period (42 X \$0.1550) for Basic life insurance.

### Extra Benefit

FEGLI also offers an Extra Benefit to employees under age 45, at no additional cost. This Extra Benefit doubles the amount of life insurance payable if you are age 35 or younger. After age 35, the Extra Benefit decreases 10% each year until, at age 45, there is no Extra Benefit.<sup>1</sup>

For our hypothetical employee who is 38 years old with a BIA of \$42,000, the Extra Benefit would be \$29,400 (\$42,000 less 30%), providing total Basic insurance of \$71,400.

<sup>#</sup> For all examples in this pamphlet we are assuming a hypothetical employee who is 38 years old, married with three children, earning \$39,500 annually, and paid on a biweekly basis.

## Plus, Three Valuable Options for Greater Protection

### Option A - Standard

If you elect Basic, you may elect Option A - Standard, which provides an extra \$10,000 of life insurance coverage. You pay the full cost of this insurance. Your cost depends upon your age, as shown in the following table:

Age Group <sup>2</sup>	Withholding for \$10,000 of Insurance	
	Biweekly	Monthly
Under age 35	\$ 0.30	\$ 0.65
35 through 39	0.40	0.87
40 through 44	0.60	1.30
45 through 49	0.90	1.95
50 through 54	1.40	3.03
55 through 59	2.70	5.85
60 through 64	6.00	13.00
65 through 69	6.00	13.00
70 and over	6.00	13.00

For our hypothetical employee who is 38 years old, and paid biweekly, the cost would be \$0.40 per pay period.

### Accidental Death & Dismemberment (AD&D)

AD&D insurance is included in Basic & Option A - Standard at no additional cost. AD&D provides additional funds in the event of a fatal accident or an accident that results in the loss of a limb or eyesight.<sup>1</sup>

AD&D insurance under Basic is provided without the Extra Benefit and is equal to your Basic Insurance Amount (BIA). Under Option A it is equal to \$10,000. Options B & C do not include AD&D insurance.

### Option B - Additional

If you elect Basic, you may elect Option B - Additional in an amount equal to one, two, three, four, or five times your annual basic pay, rounded up to the next \$1,000. (There is no longer a maximum basic pay). You pay the full cost of this insurance. Your cost depends upon your age, as shown in the following table\*:

Age Group <sup>2</sup>	Withholding per \$1,000 of Insurance	
	Biweekly	Monthly
Under age 35	\$ 0.03	\$ 0.065
35 through 39	0.04	0.087
40 through 44	0.06	0.130
45 through 49	0.10	0.217
50 through 54	0.15	0.325
55 through 59	0.31	0.672
60 through 64	0.70	1.517
65 through 69	0.70	1.517
70 and over	0.70	1.517

\*These are the 1999 rates. They may change in future years.

Once again for our hypothetical employee with an annual basic pay of \$39,500, who is 38 years old, paid biweekly and chooses five times, his or her cost would be \$8.00 per pay period (\$39,500 rounded up to the next thousand = \$40,000. Five times \$40,000 = \$200,000. 200 times \$0.04 [the rate at age 38 for each \$1,000 of insurance] = \$8.00.)

<sup>1</sup>Please see your human resources specialist, the FEGLI Program Booklet (RI 76-21, April 1999) or our website at [www.opm.gov/insure/life](http://www.opm.gov/insure/life) for full details.

<sup>2</sup> For insurance withholding purposes for Options A, B and C, effective April 24, 1999, we assume you reach these ages the pay period following the pay period in which the birthday moving you to the next age band falls.