

## UCSF Health Sciences Compensation Plan

### Voluntary Life Insurance/Accidental Death & Dismemberment (AD&D) Rate Chart

Members of the Health Sciences Compensation Plan with Y compensation are eligible to enroll in voluntary life/ accidental death and dismemberment (AD&D) insurance. The rates for this coverage are based on a member's age and covered salary. Eligible faculty may enroll in one, two, three, or four times their annual Y compensation, with some restrictions.

When determining the amount of voluntary coverage, it is important to remember that basic coverage (which is paid for by the department and the School) is two times a faculty member's annual Y compensation.

During the first 31 days of an eligible appointment, faculty may enroll in one, two, or three times' worth of coverage without a statement of health and four times' worth of coverage with a statement of health. After that period of initial eligibility, faculty may enroll for the first time and/or increase their voluntary coverage by submitting a statement of health and subject to carrier approval.

The rates include coverage for both life insurance and AD&D and are effective through August 31, 2012:

Under 30	\$.08
30 - 34	\$.09
35 - 39	\$.10
40 - 44	\$.13
45 - 49	\$.26
50 - 54	\$.41
55 - 59	\$.66
60 - 64	\$.97
65 - 69	\$1.47
70 - 74	\$3.37
75+	\$3.37

The amounts of coverage available to you are multipliers of your annual Y compensation (one, two, three, or four times your annual Y), but coverage for each multiplier may not exceed \$100,000.

Please see rate calculation examples on the next page.

### **Rate Calculation Examples:**

#### Example 1:

A faculty member, who is 38 years old, has an annual Y compensation of \$66,000 and wants coverage in the amount of three times her Y. The cost of coverage is:

$$66 \times \$1.10 \times 3 = \$19.80 \text{ per month}$$

#### Example 2:

A faculty member, who is 52 years old, has an annual Y compensation of \$126,345 and wants four times' worth of coverage. \$126,345 is rounded down to \$100,000. The cost of coverage is:

$$100 \times \$0.41 \times 4 = \$164.00 \text{ per month}$$

The value of the Y compensation is used in the rate calculations is the Y compensation as of January 1 of each year for that year. This is an after-tax deduction.

For more information, review the **Assurant Summary Plan Description**, [http://ucsfhr.ucsf.edu/files/Assurant\\_Fortis\\_PlanSummary2.pdf](http://ucsfhr.ucsf.edu/files/Assurant_Fortis_PlanSummary2.pdf).