Group Life and Dependent Life Insurance
BU-PP 411

Policy:
Baylor University provides group life and dependent life insurance to its eligible faculty and staff at no cost.

Topics:
Employee Insurance coverage amounts
Eligibility
Eligible dependents coverage
Grandfathered Retiree I coverage
Separation from Service

Related policies:
BU-PP 400 –– Benefit Eligibility Classifications
BU-PP 600 –– Retirement Benefits

Additional information:
Online information is available at: Group Term Life Insurance

Contact:
Compensation & Benefits (x2218)

Employee insurance coverage amounts —

Twelve-month rate of basic earnings	Insurance coverage
Less than $5,000	$10,000
$5,000 but less than $8,000	$16,000
$8,000 but less than $12,000	$20,000
$12,000 but less than $15,000	$24,000
$15,000 but less than $18,000	$30,000
$18,000 but less than $20,000	$36,000
$20,000 but less than $22,000	$40,000
$22,000 but less than $25,000	$44,000
$25,000 and over	$50,000

Eligibility -
All full-time employees and their eligible dependent(s) may enroll upon employment.

Eligible dependent coverage –
Benefit amount for spouse and child(ren) per definition below equals $2,000:

- An employee's spouse
- An employee's child* who is unmarried, dependent upon the employee for more than one-half of his/her support as defined by the Internal Revenue Code of the united States, not in active military service, and who is:
    - Under 26 years of age or disabled
- An employee's child who is 19-26 and is not eligible for their own employer group medical insurance.

*Child as defined in BUPP-413 — Group Medical Insurance

Grandfathered Retiree I coverage amounts —

Group life insurance coverage for **Grandfathered Retiree I** automatically reduces at retirement as follows:

20 through 29 years of full-time service	40% of coverage
30 or more years of full-time service	50% of coverage not to exceed $20,000

Only a **Grandfathered Retiree I** will continue to have a life insurance coverage benefit upon official retirement. Upon all employee's official retirement, dependent life insurance coverage will be cancelled, and for those with less than 20 years of service, as of May 31, 2007, (and thus are not a **Grandfathered Retiree I**) life insurance coverage will be cancelled.

Separation from Service —
All group and dependent life insurance will be cancelled upon separation from employment except as defined above for a **Grandfathered Retiree I**.