



State of Minnesota Optional Benefits Overview

2023 Annual Open Enrollment

October 27 – November 16, 2022



Life, LTD, and AD&D - **Guaranteed Issue**

No health questions or evidence of insurability required when electing coverage during your open enrollment period!

Life Insurance

- **Employee**
- **Spouse**
- **Child(ren)**

- Guaranteed issue during annual enrollment

Long Term Disability

- **Employee**

- Guaranteed issue during annual enrollment
- Increased benefit subject to pre-existing conditions

AD&D

- **Employee**
- **Spouse**

- Guaranteed issue during annual enrollment AND year-round

How To Enroll – during annual enrollment

Elect these guaranteed issue amounts on your [Self Service](#):

- Optional Life Insurance (employee, spouse, child)
- Long Term Disability

Apply for the coverages noted below on the [Optional Application](#):

- Life Insurance beyond the guaranteed issue offer
- Short Term Disability
- Accidental Death and Dismemberment (AD&D)

Using the Optional Application:

1. Submit your completed Application to MMB per the instructions on the form.
2. MMB will forward your application for additional amounts of coverage to the insurance carriers, and they will mail you a health questionnaire with instructions.
3. Complete and return the questionnaire as instructed.
4. Upon the insurance carrier's receipt of your response, they will review your application and advise you of their decision.
5. If approved, the State will also receive notification to begin payroll deductions.

For additional details [click here](#)





Optional Disability Insurance

The Hartford



Short Term Disability Insurance

Employee paid – Health questions are required

- ✓ Elect or make changes using the Optional Application

BENEFIT AMOUNT

- Elect a minimum of \$300, up to approximately 66 2/3% of gross monthly earnings, not to exceed \$5,000/month

BENEFITS BEGIN

- 1st day of an accident
- 8th day of an illness/maternity

BENEFITS PAYABLE

- Up to 26 weeks



Not taxed

Paid in
addition
to sick
leave

Paid in
addition
to
vacation
pay

Additional Details and Rates – [Click Here](#)

Long Term Disability Insurance

Employee paid – NO health questions required

✓ Elect or make changes in Self Service

BENEFIT AMOUNT

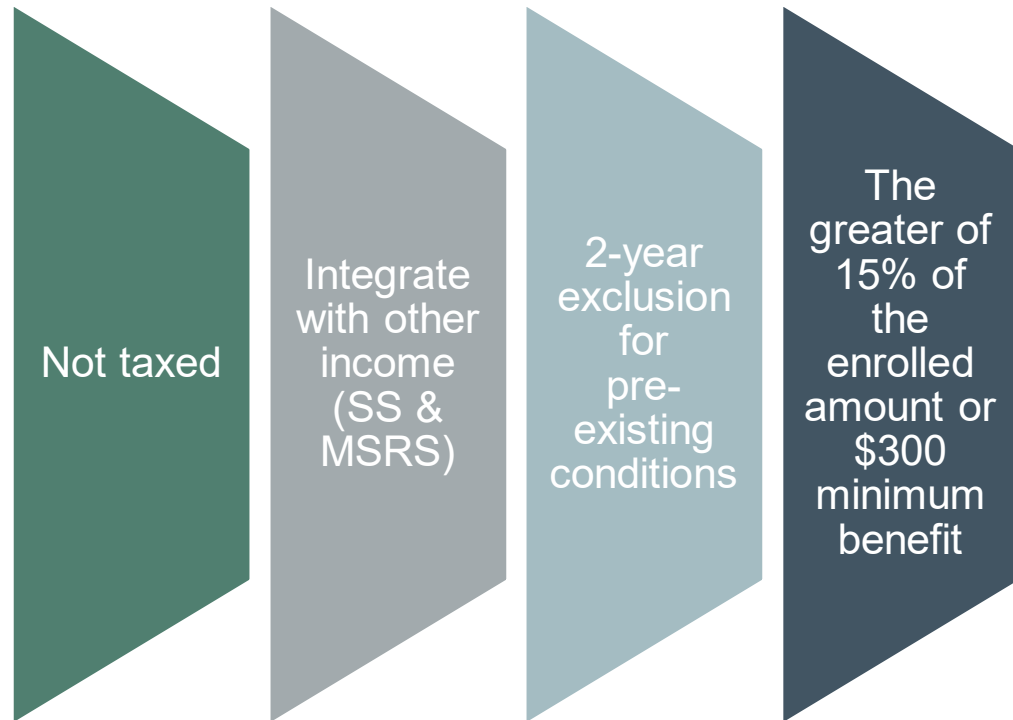
- Elect a minimum of \$300, up to a maximum benefit in accordance to your annual earnings (refer to Hartford’s chart), not to exceed \$7,000

BENEFITS BEGIN

- After 6 months of total disability

BENEFITS PAYABLE

- Up to Social Security normal retirement age (age 65-67, depending upon your year of birth)



Additional Details and Rates – [Click Here](#)



Term Life Insurance

Securian Financial
underwritten by Minnesota Life



Term Life and AD&D Insurance

BASIC LIFE

Employer paid – Benefit eligible employees are automatically enrolled

- Guaranteed Issue, no enrollment required
- Amount varies according to bargaining unit or job classification
- Basic Life amount includes a matching Accidental Death & Dismemberment (AD&D) benefit
- Important to periodically review and update your beneficiaries

OPTIONAL LIFE

Employee paid – Available to employee, spouse and child

✓ Effective 1/1/2023, optional employee and spouse Life rates **decrease** an average of 10%.

Optional Life Rates – [Click Here](#)



Optional Term Life Insurance

Employee paid – Elect guaranteed issue amounts in Self Service

- Use the Optional Application to enroll for coverage beyond the guaranteed issue amounts offered.

Employee

- Elect \$5,000 increments to a maximum of \$500,000
- Includes a matching AD&D benefit
- Cost based on employee's age

Spouse

- Elect \$5,000 increments to a maximum of \$500,000
- Includes a matching AD&D benefit
- Cost based on spouse's age

Child

- Elect \$10,000
- Insures all children from live birth to age 26
- A child may only be covered by one parent

Note: If your spouse or child is eligible for employee coverage, they cannot be covered as a dependent.

Life Insurance – GUARANTEED ISSUE

Elect coverage online in Employee Self Service



Employee and Spouse elect amounts noted in the chart below in accordance with coverage currently in force. *Complete the Optional Application if enrolling for amounts beyond the open amounts.*

Children elect \$10,000 – one election covers all eligible children live birth to age 26.

Current optional coverage	\$0 - \$35,000	\$40,000 - \$55,000	\$60,000 - \$75,000	\$80,000 - \$95,000	\$100,000+
Increase by	\$5,000	\$10,000	\$15,000	\$20,000	\$25,000

Additional Term Life Plan Features & Details

Employee and Spouse Life

- Includes a matching AD&D benefit.
- Accelerated death benefit, if terminally ill with less than one year to live.
- Waiver of premium to age 70 if totally disabled.
- A no-cost post retirement benefit for optional life in force for 5+ years.

Child Life

- Coverage is guaranteed issue each annual enrollment period, as well as with a qualified life event anytime during the year.
- Employee is responsible for terminating coverage when they no longer have an eligible child. Use the Optional Application to terminate coverage once your youngest child turns 26.

What is No-Cost Post Retirement Benefit?



TO QUALIFY:

- Premium for optional coverage must be paid for 5 years and until employee or spouse turns 65 or retires – whichever is later.

BENEFIT:

- 15% of the smallest insurance amount carried during the 5-year period preceding age 65 or retirement – whichever is later.

ADDITIONAL DETAILS: [Click Here](#)

EXAMPLE

Assume **\$100,000** is the smallest amount of coverage

15% of \$100,000

= \$15,000 NO COST BENEFIT

Optional Accidental Death & Dismemberment Insurance

Securian Financial
underwritten by Minnesota Life



Optional AD&D – Employee and Spouse

Employee paid – NO health questions required

Elect or make changes using the Optional Application

Employee

- up to \$200,000

Spouse (through age 70)

- up to \$25,000

Accidental
Death

Loss of
Sight

Loss of a
Limb

Spouse coverage cannot exceed employee coverage and terms at age 70.

Optional AD&D Rates [Click Here](#)

Lifestyle Benefits

No additional cost for Life Insurance Participants

Additional Details: [Click Here](#)



Legal, Financial and Grief Resources

from LifeWorks by Morneau Shepell

- Comprehensive web and mobile resources
- Templates to create a will and legacy documents
- Telephone consultation with professionals
- Complimentary 30-minute face-to-face consultation with an attorney

How to access:

LifeBenefits.com/Lfg

user name: lfg

password: resources
or call 1-877-849-6034



Travel Assistance

from RedpointWTP LLC

- Information on passport, visa, immunization requirements
- Medical relocation and medical or security evacuation
- Assistance replacing lost or stolen luggage
- Repatriation of mortal remains

How to access:

LifeBenefits.com/travel

U.S./Canada:

1-855-516-5433; other locations: 1-415-484-4677



Legacy Planning Resources

from Securian Financial

- End-of-life planning
- Creation of key directives
- Final arrangements for funeral services
- Funeral concierge service

How to access:

Securian.com/legacy



Beneficiary Financial Coaching

from PricewaterhouseCoopers LLP

- Financial fitness assessment
- Beneficiary reference guide
- Access informational financial coaching website

How to access:

Beneficiaries receiving \$25,000 or more will be informed when the life insurance claim is paid.

Don't Miss Your Guaranteed Issue Opportunity

No health questions or evidence of insurability required

Life Insurance

- Employee
- Spouse
- Child

Guaranteed issue available during annual enrollment

Long Term Disability

- Employee

Guaranteed issue available during annual enrollment (increased benefit subject to pre-existing conditions)

AD&D Insurance

- Employee
- Spouse

Guaranteed issue available year-round, including annual enrollment

Enroll for Life, LTD and AD&D guaranteed coverage by your annual enrollment deadline!



Have More Questions?

Visit the web links below

Find valuable information, resources, and forms



- ochsinc.com/stmn
- mn.gov/mmb/segip
- lifebenefits.com/plandesign/statemn

Access the Ochs' State of Minnesota Optional Benefits Site. Scan here:





Life and AD&D insurance products are issued by Minnesota Life Insurance Company or Securian Life Insurance Company, A New York authorized insurer. Minnesota Life is not an authorized New York insurer and does not do insurance business in New York. Both companies are headquartered in St. Paul, MN. Product availability and features may vary by state. Securian Financial is the marketing name for Securian Financial Group, Inc., and its subsidiaries. Minnesota Life Insurance Company, Securian Life Insurance Company and Ochs, Inc. are subsidiaries of Securian Financial Group, Inc. Disability Insurance is issued by The Hartford. Each insurer is solely responsible for the financial obligations under the policies or contracts it issues.

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