



The Federal Employees' Group Life Insurance Program - The Basics

Working for America

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



Message from the President

“Some of us will serve in government for a season; others will spend an entire career here. But all of us should dedicate ourselves to great goals: We are not here to mark time, but to make progress, to achieve results, and to leave a record of excellence.”

- George W. Bush



Message from the Director



“While no one likes to think about the need for life insurance, we all want to be sure our loved ones are financially protected - to the best of our ability - should something happen to us. This life insurance is a cost-effective way to help achieve that goal.”

- Kay Coles James

The FEGLI Program

- The Federal Employees' Group Life Insurance Program (FEGLI)
- Public Law 83-598
- Enacted August 17, 1954
- Celebrating 50th Anniversary this year



OPM Role

- Administers FEGLI Program
- Writes regulations (5 C.F.R. Part 870)
- Provides guidance to agencies
- Receives premium payments from agency payroll offices
- Deposits premium payments in the U.S. Treasury, Employees Life Insurance Fund



OFEGLI Role

- Office of Federal Employees' Group Life Insurance (OFEGLI) is an administrative unit of MetLife that:
 - Processes the death claims and pays benefits
 - Determines payee based on the designation of beneficiary form and approves or denies claims
 - Receives and reviews the SF 2822 *Request for Insurance*



Agency Role

- Maintains life insurance records for active employees and those on OWCP for the first 12 months
- Receives all elections of coverage and designation of beneficiary forms
- Answers employee questions about FEGLI
- Invites claims from the survivor or person entitled to benefits
- Helps survivors complete the necessary claim forms



No Centralized Database

- OPM does not have current FEGLI information on active employees
- OFEGLI does not have information about active employees UNTIL a claim is filed
- Agency is the contact point for active employees to get their FEGLI information



FEGLI Coverage

- Basic Insurance
- Optional Insurance
 - Option A-Standard
 - Option B-Additional
 - Option C-Family
- Must be enrolled in Basic to elect any options



Basic Insurance

- Annual rate of basic pay, rounded up to the next even \$1,000, PLUS \$2,000
- Extra benefit under age 45
- Equal Amount of Accidental Death & Dismemberment (AD&D)



Extra Benefit

- Doubles the amount of Basic insurance payable for those under age 35
- Decreases 10% each year
- Ends at age 45
- No additional cost



Accidental Death and Dismemberment (AD&D)

- Provides funds in the event of a fatal accident or an accident that ends in the loss of a limb or eyesight
- Automatically included at no cost for employees enrolled in Basic and Option A
- AD&D paid in addition to other FEGLI benefits



Option A

- Also called Standard Optional Insurance
- Amount is \$10,000
- Equal amount of AD&D



Option B

- Also called Additional Optional Insurance
- Comes in multiples of 1,2,3,4,or 5 times annual rate of basic pay (after salary is rounded up to the next even \$1000)
- No minimum or maximum amounts
- No AD&D



Option C

- Also called Family Optional Insurance
- Comes in 1,2,3,4,or 5 multiples
- Each multiple equals:
 - \$5,000 for the death of a spouse
 - \$2,500 for the death of an eligible dependent child
- No AD&D



FEGLI Enrollment

- Eligible employees automatically get Basic, unless they waive it
- 31 days to elect Optional insurance – no medical information required



Increasing FEGLI Coverage

- After first eligibility, employees can enroll, or increase existing FEGLI coverage, in three ways:
 - Open Season
 - Non-Open Season
 - Life Event



Open Seasons

- Rare Events
- 1999 and 2004 most recent Open Seasons



FEGLI 2004 Open Season

- Open to all FEGLI Eligible employees
- Eligible employees can enroll in Basic, Option A, Option B, and Option C
- No medical questions asked



Delayed Effective Date

- New coverage elected during the FEGLI 2004 Open Season becomes effective the first day of the first pay period that begins on or after **September 1, 2005**, and that immediately follows a pay period in which the employee meets the pay and duty status requirements
- No premium until coverage is effective



Pay and Duty Status Requirements

- A full-time employee must be in a pay and duty status for at least 32 hours in the pay period right before coverage is effective
- A part-time employee must be in a pay and duty status for at least one-half of the regularly scheduled tour of duty in the pay period right before coverage is effective
- Annual leave, sick leave and any other type of leave is NOT pay and duty status



FEGLI 2004 Open Season

- September 1 to September 30, 2004
- Open Season Website – www.fegli2004.opm.gov



Non-Open Season Changes

- Employee may provide satisfactory medical information on the SF 2822, *Request for Life Insurance*
- If approved, the employee automatically gets Basic, unless already enrolled in Basic
- 31 days to elect Option A and/or Option B (up to a maximum of 5 multiples)
- Cannot elect or add multiples of Option C
- Coverage is immediate



Non-Open Season Changes

- Employees can also increase coverage based on a qualifying life event
- Qualifying life events are:
 - Marriage
 - Divorce
 - Death of a spouse
 - Birth/Adoption of a child
- Coverage is immediate



Life Event

- Employees must be enrolled in Basic
- Can elect Option B and/or Option C within 60 days of a life event
- Option B multiples limited based on family members
- Option C multiples not limited
- Cannot elect Basic or Option A



Contact Information

For more information,
visit us on the web at
www.OPM.gov/insure/life

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