

County of Gloucester
Human Resources Manual

CHAPTER:	5 - EMPLOYEE BENEFITS	ADOPTED: 3/7/06
SECTION:	3 – GROUP LIFE INSURANCE	REVISED: 5/22/24

PERS

Employees that are members of the New Jersey public employee retirement system, PERS, receive group life insurance benefits at no cost to the member. The amount of life insurance benefits depends on the employee's earnings, as well as his/her age and membership status at the time of death. Members of PERS are insured for non-contributory life insurance, which is paid for by the County. Enrollment in group life insurance is accomplished through completion of the pension enrollment application, and coverage is effective beginning on the date of pension membership. Some restrictions may apply, or in rare cases, cause ineligibility.

Members who are enrolled in PERS must carry additional contributory life insurance for the first 12 months of employment. The employee contribution rate for this policy is currently .50 of 1% of the base salary, with deductions beginning on the date of enrollment.

1. After 12 months, employees may discontinue the contributory life insurance by completing a "Notice of Withdraw from Contributory Life Insurance" form and filing it with PERS before the desired termination date.
2. Once an employee withdraws from contributory life, he/she cannot be reinstated. By law, there shall be no return of contributions made to the contributory life insurance program for any reason.

If an employee terminates employment before retirement, or if the insured period expires during a leave of absence, coverage will continue for 31 days. During this time, employees may convert all or part of the coverage to an individual policy without a medical exam.

A leave of absence without pay may affect this benefit. Please contact Human Resources for more information.

PFRS

For members of the New Jersey police and firemen's retirement system, PFRS, your employer pays the cost of your group life insurance. You receive an individual certificate from the Division of Pensions and Benefits that you should keep with your important papers. The group policy number is G-14800. A leave of absence without pay may affect this benefit. Please contact the Treasurer's Office for more information.

Group Life Insurance Benefits for Active Employees

<i>Retirement System</i>	<i>Noncontributory Group Life Insurance</i>	<i>Contributory Group Life Insurance</i>	<i>Total</i>
PERS	1.5 X Salary*	1.5 X Salary*	3.0 X Salary*
PFRS	3.5 X Salary*	None	3.5 X Salary*

If death occurs within the first year of enrollment, the amount on **noncontributory** insurance is based on base salary earned until the date of death. The amount of **contributory** insurance, however, is based on the full annual base salary.

Paid Up Group Life Insurance Upon Retirement

	WHILE ACTIVE		WHEN RETIRED	
<i>Retirement System</i>	<i>If Member has Noncontributory Insurance</i>	<i>If Member has Contributory Insurance</i>	<i>If Member had Contributory Insurance</i>	<i>If Member had Noncontributory Insurance</i>
PERS	1.5 X Salary*	1.5 X Salary*	N/A	18.75% X Salary*
PERS Prosecutor's	1.5 X Salary*	1.5 X Salary*	N/A	50% X Salary*
PFRS	3.5 X Salary*	N/A	N/A	50% X Salary*

*The definition of “salary” is the total base salary upon which pension contributions were based during the last 12 months preceding the death of the member during active service.

Coverage for RETIRED PERS Members

<i>Type of Retirement</i>	<i>Death before age 60</i>	<i>Death at age 60 & older</i>
Disability	1.5 X Salary	18.75 % X Salary
Early	18.75% X Salary	18.75% X Salary
Deferred	None	18.75% X Salary
Service	N/A	18.75% X Salary

Coverage for RETIRED PFRS Members

If you die after retirement, your named beneficiary (or estate where there is no named beneficiary) will receive an amount equal to $\frac{1}{2}$ of your Final Compensation, the total base salary upon which your pension contributions were based during the year preceding your retirement. However, if you retire on a Disability Retirement, the amount will be equal to $3\frac{1}{2}$ times your Final Compensation until age 55 when it will be reduced to $\frac{1}{2}$ of Final Compensation. If a retiree was enrolled as a member of the PFRS on or after July 1, 1971, life insurance is payable only if the member retired with 10 or more years of pension membership credit or retired on a disability retirement.

Human Resources Office:

Provides employees with the necessary enrollment forms.

Is available to employees to answer questions and provide direction.

Employee:

Must complete and return the enrollment forms to the Human Resources office as soon as possible.

Should contact either his/her payroll clerk or the Human Resources Department to withdraw, as applicable.