

**Manhattan Area Technical College  
Institutional Policy & Procedure Manual**

**Policy No. 7.4.3**

Title: <b>Benefits—KPERs Group Life Insurance</b>	
Originated by: Vice President of Business Services	
Signature	Date
Approved:	
Signature	Date
Reviewed: August 2011	Revised:

**Policy Statement:** The College offers a comprehensive benefit package. The package includes membership in the KPERs retirement system. All active KPERs members are provided with basic group life insurance.

**Rationale:** Faculty and staff are critical to the success of the institution. MATC is dedicated to employees and their dependents. Providing basic group life insurance provides employees and their families with financial security.

**Procedure:**

1. Basic Group Life Insurance is provided according to K.S.A. 74-4902 and K.S.A. 74-4932, as required of the Kansas Public Employees Retirement Act, which provides Insured Death Benefits for College employees who are active contributing members of KPERs.
  - a. Eligibility. All active contributing members of the Kansas Public Employees Retirement System are eligible for the Basic Group Life Insurance.
  - b. Enrollment. An employee is automatically covered with the Death Benefit at the time KPERs membership begins.
  - c. Cost. The College pays the entire cost of the premium for KPERs members as part of the Administrative fee it pays for each actively contributing KPERs member.
  - d. Benefit.
    - i. **Active Member Death Benefit.**
      1. Active members have Basic Life Insurance equal to 150% of the higher of either the employee's current rate of compensation or the previous 12 month's salary as a life insurance benefit provided by the College.
      2. KPERs contributions and interest are returned to the beneficiary(ies) upon the death of the member; OR
      3. A monthly benefit is available to the surviving spouse in lieu of return of contributions in a lump sum, IF

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- a. Spouse is the sole, primary beneficiary; AND
- b. Member had attained eligible retirement age (55 with 10 years of service), OR
- c. Member had 15 years of credited service at the time of death (benefit starts when the member would have attained retirement age).

**ii. On The Job Accidental Death Benefit**

If a member dies as a result of an accident arising out of the performance of the member's duties, accidental death benefits are payable to member's spouse, member's children under age 18, or up to age 23, if they are full-time students, or member's dependent parents, in this order of preference. Benefits are:

- 1. \$50,000 lump-sum payment.
  - 2. A monthly benefit equal to 50% of member's final average salary, subject to reduction for any benefits received under worker's compensation. (The minimum monthly accidental death benefit is \$100.)
  - 3. Basic Group Life Insurance.
  - 4. Return of contribution, plus interest.
- e. Extension of Life Insurance Benefits: If the insurance of any Insured under the Contract is terminated while such insured is totally disabled his insurance will be extended, without payment of premiums, during the continuance of such total disability, for successive periods not exceeding one year, until the earliest to occur of the following: date of retirement, or date insured withdraws contributions from KPERs System.
- f. Conversion Privilege: If the life insurance coverage of an insured terminates, insured shall be entitled to have issued to him by the insurance company (Security Benefit Life) an individual whole life policy without evidence of insurability upon written application made by the insured to the company within 31 days after his termination of coverage and upon payment of premium.

Questions regarding Basic Group Life Insurance should be directed to the College's Designated Agent in the Human Resources Department.