

Summary of Long Term Disability

Certificate Number for City's LTD: G492060

Present Carrier: Guardian

Eligibility:

- 1) A regular full-time employee who is actively at work at least 25 hours each week and has one full year of employment
- 2) A part-time regular employee who is actively at work at least 20 hours each week and has one full year of employment

Waiting Period: 180 days from last day worked or when considered disabled

Maximum Benefit Period: If under 61 up to age 65 or the date you are no longer disabled, death, or fail to provide proof of continued disability

LTD Approval Monthly Amount: 60% of salary which is taxable since City pays 100% of the premium. If Accepted you are no longer a City Employee

Definition of Disability and its period:

- 1) **Own Occupation:** Period is up to 24 months from time of disability. The employee is unable to perform with reasonable continuity the material duties of your own occupation and you suffer a loss of at least 20% of your earnings in this occupation.
- 2) **Any Occupation:** During the any occupation period you are required to be disabled from all occupations. The employee is disabled from all occupations if, as a result of physical disease, injury, pregnancy or mental disorder, and/or you are unable to perform with reasonable continuity the material duties of any occupation. Material duties mean the essential tasks, functions and operations, and the skills, abilities, knowledge, training and experience, generally required by employers from those engaged in a particular occupation that cannot be reasonably modified or omitted. In no event will Guardian consider working an average of more than 40 hours per week to be a material duty.

Note: City employee may freeze their City Pension if LTD Approved in an attempt to reduce the amount of penalty based on their age. If LTD is discontinued, then the employee's alternative is to retire or attempt to rehabilitate into a different field.

Deductible income that offsets income: Workers compensation, Jones Act, Maritime Doctrine or Maintenance Wages or Cure, Longshoremen's and Harbor Worker's Act or similar act or law.

Exceptions to Deductible Income: Cost of living increase, reimbursement from hospital, reasonable attorney fees, benefits from individual disability policy, early retirement Social Security, accelerated death benefits paid under life insurance, profit sharing, thrift or savings plan, deferred compensation, IRA, and tax sheltered annuity under IRC, stock ownership, and Keogh (HR 10)

Summary: It should be noted the City doesn't make the final decision on LTD it will be Standard. This is only an overview of the City's LTD Policy with Guardian. The member may file the disability at anytime during the waiting period however, it can take up 60 to 90 days and sometimes longer for Guardian to review based on the complexity of applicant. **The other items to consider are the Employee's Health, Dental, Vision, and Life Insurance and their cost and affect on the individual if LTD is approved and if the employee is working from a home or other business.**