

> Voluntary Short-Term Disability Insurance

ELIGIBILITY - ALL ELIGIBLE CITY OF ALBUQUERQUE

Eligibility Requirement	You must be a Regular Employee actively working a minimum of 20 hours per week to be eligible for coverage.
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Premium Payment	The premiums for this insurance are paid in full by you.
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BENEFITS

Elimination Period	<p>If you become disabled, there is an elimination period before benefits are payable. Your benefits begin:</p> <ul style="list-style-type: none"> • On the 31st day of your disabling injury. • On the 31st day of your disabling illness.
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Weekly Benefit	Your benefit is equivalent to 60% of your base weekly earnings, not to exceed the plan's maximum weekly benefit amount.
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The premium for your short-term disability coverage is waived while you are receiving benefits.

Maximum Benefit Period	Up to 22 weeks
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Maximum Weekly Benefit	\$1,155
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Minimum Weekly Benefit	\$10
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Partial Disability Benefits	If you become disabled and can work part-time (but not full-time), you may be eligible for partial disability benefits, which will help supplement your income until you are able to return to work full-time.
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DEFINITIONS

Definition of Disability	Disability and disabled mean that because of an injury or illness, a significant change in your mental or functional abilities has occurred, for which you are prevented from performing at least one of the material duties of your regular job and are unable to generate current earnings which exceed 99% of your weekly earnings from your regular job. You can be totally or partially disabled during the elimination period.
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Definition of Weekly Earnings	Weekly earnings for salaried employees is the gross annual salary in effect immediately prior to the date disability begins, divided by 52. Weekly earnings for hourly employees is the hourly rate of pay multiplied by the average number of hours worked per week during the 12 month period immediately prior to the date disability begins. If employed for part of the prior 12 month period, weekly earnings is the hourly rate of pay multiplied by the average number of hours worked.
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FEATURES

Vocational Rehabilitation Benefit	If you become disabled and participate in the vocational rehabilitation program, you will be eligible for a monthly benefit increase of 5%.
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Portability	The portability feature allows you to apply for disability insurance through a trust policy should your employment end, without having to provide evidence of insurability. You will be responsible for paying the premium for coverage.
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