

Long Term Disability Insurance - Benefit Summary (Core / Buy-Up)

Prepared for: Okaloosa County Board of County Commissioners

Eligibility

To be eligible, you must be an active employee working a minimum of 30 hours per week.

Coverage Eligibility Date

You are benefit eligible upon the first of the month following 30 calendar days.

Benefit Amount Options

Core Plan: Your Employer provides you with a benefit of 50% of your basic monthly earnings, to a maximum monthly benefit of \$3,500.

Buy-Up Plan: You have the option to purchase additional coverage to increase your benefit to 60% of your basic monthly salary, to a maximum monthly benefit of \$5,000.

Guaranteed Issue

As a newly eligible employee, you can elect up to the maximum amount without answering the medical questionnaire if applying within 31 days from your eligibility date.

Pre-Existing Conditions

Definition: A pre-existing condition is a condition for which you have consulted a medical provider or received medical treatment or services during the 3-month period prior to your effective date of coverage. **Coverage under this plan:** You cannot receive benefits due to a pre-existing condition until you have been continuously covered under the group policy for at least 12 months and been actively at work for at least one day after the end of the 12 months.

Definition of Disability

As a result of physical disease, injury, mental disorder, substance abuse or pregnancy, you are considered disabled if you are unable to perform one or more of the material duties of your *Own Occupation* during your *Own Occupation Period*. After your *Own Occupation Period* ends, you are still considered disabled only if you are unable to perform one or more of the material duties of *Any Occupation*. Please see your certificate of insurance for full definition.

Own Occupation Period

24 months following the end of the Elimination Period.

Earning Income While Disabled

Benefits are reduced by other income you may receive during a disability, including Social Security or a State Retirement Disability benefit plan. See your certificate of insurance for details.

Minimum Monthly Benefit

\$100/month

Elimination Period

Benefits will begin 180 days after suffering a covered illness or accident.

How Long Benefits Will Be Paid

Core Plan: If you are Disabled prior to age 62, benefits may continue to age 65 or 5 years, whichever is shorter. If Disabled on or after age 62, refer to Maximum Benefit Period in the Schedule of Benefits of certificate of insurance.

Buy-Up Plan: If you are Disabled prior to age 62, benefits may continue to age 65 or the Social Security Normal Retirement Age. If Disabled on or after age 62, refer to Maximum Benefit Period in the Schedule of Benefits of certificate of insurance.

Additional Benefits*

- Survivor Benefit
- Rehabilitation Benefit
- Reasonable Accommodation Expense Benefit

*See certificate of insurance for definitions

When Coverage Ends

Coverage ends the date your Employer's coverage ends; the date you cease to be an Eligible Person; the date your premium payment is not paid when required; or the date you retire.

How to Enroll

Please complete the enrollment form and return it to your Employer.

Questions

Contact Ochs

ochs@ochsinc.com

651-665-3789 • 1-800-392-7295

Exclusions

- A. War.
- B. Criminal Conduct.
- C. Military Leave.
- D. Imprisonment.
- E. Intentionally Self-Inflicted Injury-Suicide.
- F. Pre-existing Conditions.

Limitations

- A. **Mental Disorders, Substance Abuse, and Special Conditions.** LTD Benefit payments based on a Mental Disorder, Substance Abuse, or Special Conditions are limited to 24 months during your lifetime. Please see the certificate for Special Conditions. Other limitations may apply.
- B. **Foreign Residency.** Payment of LTD Benefits is limited to 12 months while you reside outside of the United States or Canada.
- C. **Payment Limit.** If you are working during a covered Disability, in no event will the LTD Benefit plus Deductible Income plus Work Earnings exceed 100% of Pre-disability Earnings.



Policy underwritten by:

This brochure is not the insurance contract. It is a brief description of your insurance underwritten by Madison National Life Insurance Company, Inc. For complete details including all benefits, exclusions and limitations, refer to the certificate of insurance GLDI-C200-(0413)-FL as issued by your employer.

Employee Assistance Program (EAP): EAP is provided to participating employees at no additional cost by Morneau Shepell. The program offers confidential 24/7 support for a wide variety of personal problems including; financial or legal concerns, depression, eating disorders, relationship problems, child and elder care, stress management, alcohol or drug addictions and more. EAP is not part of the Madison National Life Insurance Company, Inc. insurance contract. Brochures with additional information can be requested through your employer.

Long-Term Disability Insurance Calculation Form

Core / Buy-Up



Core Plan: Your employer provides you with a benefit of 50% of your basic monthly earnings, up to a maximum monthly benefit of \$3,500, and a maximum benefit duration of 5 years.

This Core coverage is provided at no cost to you.

Buy-Up Plan: You may elect to increase this benefit to 60%, not to exceed \$5,000, and extend the maximum benefit duration as outlined in the Benefit Summary.

The cost for this election is \$6.99 per month and is paid through payroll deductions.

Follow the steps below to calculate your approximate monthly benefit for both the Core Plan and the Buy-Up Plan.

Step 1

Enter your basic monthly pay (annual pay, divided by 12).

1. _____

CORE PLAN

Multiply Step 1 by 0.50 and enter the result (*note: amount cannot exceed the maximum monthly benefit of \$3,500*). **This is your monthly benefit amount provided by the City.**

Core Plan: _____

BUY-UP OPTION

Multiply Step 1 by 0.60 and enter the result (*note: amount cannot exceed the maximum monthly benefit of \$5,000*). **This is your monthly benefit amount available to you through the Buy-Up option.**

Buy-Up: _____

Reminder: The Buy-Up election not only increases your benefit amount, but it also increases the maximum duration for which you may receive benefits.

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