



Voluntary Short Term Disability (STD) Insurance

Short Term Disability insurance pays a weekly benefit in the event you cannot work because of a covered illness or injury. An STD benefit replaces a portion of your weekly income, providing funds directly to you to help pay your bills and living expenses. Standard Insurance Company (The Standard) has developed this document to provide you with information about the optional coverage you may select through City of Sacramento.

Eligibility Requirements

- Employee**
- A regular employee of City of Sacramento
 - Actively working at least 30 hours each week
 - A citizen or resident of the United States or Canada
 - Temporary and seasonal employees, full-time members of the armed forces, leased employees and independent contractors are not eligible
- Premium**
- You pay all or part of the premium for this coverage through easy payroll deduction

Benefit Amount and Duration

- Benefit Percentage** Your weekly STD benefit is 66 2/3 percent of the first \$1,500 of your insured predisability earnings reduced by deductible income
- Plan Maximum Weekly Benefit** \$1,000
- Plan Minimum Weekly Benefit** \$15
- Maximum Benefit Period** 180 days. However, STD benefits will end on the date Long Term Disability benefits become payable to you under a group plan provided by your employer, even if that occurs before the 180 days.

Note:

- All late applications (applying 31 days after becoming eligible and reinstatements are subject to medical underwriting approval. Employees eligible but not insured under the prior STD insurance plan are also subject to medical underwriting approval. To submit a medical history statement online, visit: www.standard.com/mhs

Employee Coverage Effective Date

To become insured, you must satisfy the eligibility requirements listed above, serve an eligibility waiting period, receive medical underwriting approval (if applicable), and be actively at work (able to perform all normal duties of your job) on the day before the scheduled effective date of insurance. If you are not actively at work on the day before the scheduled effective date of insurance, your insurance will not become effective until the day after you complete one full day of active work as an eligible employee.

Please contact your human resources representative for more information regarding the requirements that must be satisfied for your insurance to become effective.

Understanding Your Plan Design

- Benefit Waiting Period** If your claim for STD Benefits is approved by The Standard, benefits become payable after you have served continuously the applicable days noted below for your disability and remain disabled. Benefits are not payable during the benefit waiting period.
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|---|---------------|
| Accidental Injury | After 0 days |
| Physical disease, pregnancy or mental disorder ** | After 14 days |
- ** Note: If you do not apply for this STD coverage within 31 days of becoming eligible, your benefit waiting period for physical disease, pregnancy or mental disorder will be 60 days if you become disabled during the first 12 months after your coverage takes effect. However, if you complete a medical history statement and receive medical underwriting approval, your benefit waiting period will be 14 days.
- Definition of Disability** You will be considered disabled if, as a result of physical disease, injury, pregnancy or mental disorder:
- You are unable to perform with reasonable continuity the substantial and material acts necessary to pursue your own occupation and you are not working in your own occupation, or
 - You are unable to earn 80 percent or more of your indexed predisability earnings while working in your own occupation.
- You are not disabled merely because your right to perform your own occupation is restricted, including a restriction or loss of license.
- Deductible Income** Deductible income includes, but is not limited to:
- Amounts received under unemployment compensation law
 - Disability benefits received from any other group insurance that exceed 80 percent of your indexed predisability earnings when added to your STD benefit
 - Any disability benefits received or disability benefits you are entitled to receive from your employer’s retirement plan
 - Benefits you receive or are entitled to receive under any state disability income benefit law or similar law
 - Earnings or compensation included in predisability earnings which you receive or have a right to receive while STD benefits are payable
 - Earnings from work activity while you are disabled
 - Amounts due from or on behalf of a third party because of your disability, whether by judgment, settlement or other method
 - Any amount you receive by compromise, settlement or other method as a result of a claim for any of the above

Benefit Calculation

Example The STD benefit amount is determined by multiplying your insured predisability earnings by the specified benefit percentage. This amount is then reduced by deductible income. In the example below, the STD benefit amount is 60 percent of insured predisability earnings. If your weekly earnings before becoming disabled were \$1,000, and you now receive a weekly State Disability Income (SDI) benefit of \$450 and a weekly retirement benefit of \$100, your weekly STD benefit would be calculated as follows:

Insured predisability earnings	\$1,000
STD benefit percentage	X 60%
	<u> </u>
	\$600
Less SDI benefit	-\$450
Less retirement benefit	-\$100
Amount of STD benefit	<u> </u> \$50*

* In some situations your deductible income may take you down to the STD minimum benefit. Refer to the Plan Minimum Weekly Benefit information above in this document. This calculation is for illustrative purposes only Please note your STD benefit amount may vary based on your own circumstances including earnings, if you participate in the State Disability program, whether your employer has a retirement plan and the amount of their contribution.

Additional Features

Please see your human resources representative for additional information about the features and benefits below.

Reasonable Accommodation Expense Benefit	If your employer makes an approved work-site modification that enables you to return to work while disabled, The Standard will reimburse your employer up to a pre-approved amount for some or all of the cost of the modification.
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Exclusions

You are not covered for a disability caused or contributed to by any of the following:

- Your committing or attempting to commit an assault or felony, or your active participation in a violent disorder or riot
- An intentionally self-inflicted injury
- War or any act of war (declared or undeclared, and any substantial armed conflict between organized forces of a military nature)
- A disability arising out of or in the course of any employment for wage or profit.

Limitations

STD benefits are not payable for any period when you are:

- Not under the ongoing care of a physician (which is appropriate for the condition or conditions causing the disability) until your maximum point of recovery
- Not participating in good faith in a plan, program or course of medical treatment or vocational training or education approved by The Standard and your physician, unless your disability prevents you from participating
- Confined for any reason in a penal or correctional institution
- Eligible to receive benefits for your disability under a workers' compensation law or similar law

When Benefits End

STD benefits end automatically on the earliest of:

- The date you are no longer disabled
- The date your maximum benefit period ends
- The date you die
- The date benefits become payable under any other disability insurance plan under which you become insured through employment during a period of temporary recovery
- The date you fail to provide proof of continued disability and entitlement to benefits
- The date your work earnings equal or exceed 80 percent of your predisability earnings
- If applicable, the date long term disability benefits become payable to you under a long term disability plan

When Insurance Ends

Insurance ends automatically on the earliest of the following:

- The date the last period ends for which a premium was made
- The date your employment terminates
- The date the group policy terminates
- The date you cease to meet the eligibility requirements (insurance may continue for limited periods under certain circumstances)
- If applicable, the date your employer ceases to participate under the group policy

Group Insurance Certificate

If coverage becomes effective, and you become insured, you will receive a group insurance certificate containing a detailed description of the insurance coverage including the definitions, exclusions, limitations, reductions and terminating events. The controlling provisions will be in the group policy. Neither the information presented in this summary nor the certificate modifies the group policy or the insurance coverage in any way.

Rates

If you have questions regarding how to determine your earnings, please contact your human resources representative. Premiums for this coverage will be deducted directly from your paycheck.

To calculate your monthly payroll deduction, use the formula indicated below:

- 1. Enter your average weekly earnings, not to exceed \$1,500 on Line 1. Line 1: _____
- 2. Multiply your weekly earnings (Line 1) by .6677 and enter on Line 2. Line 2: _____
- 3. Rate. Line 3: \$0.37
- 4. Multiply Line 2 by the amount entered on Line 3. Line 4: _____
- 5. Divide the amount entered on Line 4 by 10 and enter on Line 5. Line 5: _____

The amount shown on Line 5 is your estimated monthly payroll deduction.



Standard Insurance Company

For more than 100 years we have been dedicated to our core purpose: to help people achieve financial well-being and peace of mind. We have earned a national reputation for quality products and superior service by always striving to do what is right for our customers.

Headquartered in Portland, Oregon, The Standard is a nationally recognized provider of group Disability, Life, Dental and Vision insurance and Individual Disability insurance. We provide insurance to more than 24,800 groups, covering over 8 million employees nationwide.* Our first group policy, written in 1951 and still in force today, stands as a testament to our commitment to building long-term relationships.

To learn more about products from The Standard, Contact your human resources department or visit us at www.standard.com.

* As of June 30, 2013, based on internal data developed by Standard Insurance Company.

Standard Insurance Company
1100 SW Sixth Avenue
Portland OR 97204

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