

Disability Insurance

Why Federal Employees Need Disability Insurance:

Disability insurance replaces a portion of your income if you can't work for a prolonged time due to an accident or illness. We offer short term, long term, or combination short/long term plans, to make sure you can find the coverage that suits you best. Our program is intended to ease financial stress by filling the gaps in your federal benefits in three ways:

1. Bridges your income from when your leave stops or runs out and until you are ready to return to work.
2. Supplements your income from disability retirement and increases your take home pay.
3. Assists disabled employees in getting back on their feet and back to work through vocational and rehabilitative training.

What Federal Employees Have:

Your employer offers two types of disability protection:

1. **Leave** – A short term solution: The two main kinds of leave are: Annual and Sick
2. **Disability Retirement** – is called “The final solution”. Since this is a pension benefit, the eligibility requirements are ambiguous. To qualify for disability retirement benefits, you must be unable to perform useful and efficient service in your position because of disease or injury and your disabling must be expected to last at least 1 year.

How Federal Employees Are Exposed:

As you are aware federal employees do not have disability insurance as part of their employer sponsored benefit package. At first glance Leave and Disability Retirement may appear to provide adequate disability protection – they don't. The main problem is your leave and disability programs are separate and don't work together. Qualifying for one doesn't mean you'll qualify for the other; therefore, there is no set timetable to gauge when benefits begin, end, or how long the benefits will pay out.

Disability Benefit Highlights

Benefit Description	Stand Alone Plans		Short and Long Term Combo Plans		
	Short Term Disability	Long Term Disability	Basic	Premier	Premier Plus
Waiting Period	30 Days	180 Days	30 Days	30 Days	30 Days
Benefit Amount	50% Salary	60% of Salary	60% of Salary	60% of Salary	60% of Salary
Benefit Duration	2 Years	To Age 60	To Age 60	To Age 60	To Age 60
Maximum Monthly Benefit	\$6,000	\$15,000	\$15,000	\$15,000	\$15,000
Minimum Monthly Benefit	\$100	\$100	\$100	\$100	\$100
Own Occupation	2 Years	2 Years	2 Years	2 Years	3 Years
Assisted Living Benefit	No	20%	No	20%	40%
Lifetime Security Benefit	No	Yes	No	Yes	Yes
24-Hour Coverage	Yes	Yes	Yes	Yes	Yes
Rehabilitative Benefit	10%	10%	10%	10%	10%
Back to Work Incentive	10%	10%	10%	10%	10%
Work Place Possibilities	Yes	Yes	Yes	Yes	Yes

Disability Insurance

Rates and Enrollment

Rates are per pay period



Base Rate				
Age	Basic 30-day	Premier 30-day	Long Term 180-day	Premier Plus 30-day
Under 35	0.0041	0.0046	0.0032	0.0053
35 – 44	0.0061	0.0070	0.0050	0.0080
45 – 49	0.0089	0.0103	0.0073	0.0118
50 – 54	0.0123	0.0143	0.0101	0.0163
55 – 59	0.0158	0.0183	0.0128	0.0208
60+	0.0196	0.0227	0.0160	0.0259

Special Groups Retirement				
Age	Basic 30-day	Premier 30-day	Long Term 180-day	Premier Plus 30-day
Under 35	0.0073	0.0084	0.0059	0.0096
35 – 44	0.0113	0.0131	0.0094	0.0149
45 – 49	0.0172	0.0198	0.0141	0.0227
50 – 54	0.0240	0.0277	0.0198	0.0317
55 – 57	0.0305	0.0352	0.0252	0.0402

Title 38 / 38 Hybrid Employee				
Age	Basic 30-day	Premier 30-day	Long Term 180-day	Premier Plus 30-day
Under 35	0.0074	0.0085	0.0050	0.0097
35 – 44	0.0111	0.0130	0.0074	0.0148
45 – 49	0.0164	0.0188	0.0109	0.0216
50 – 54	0.0227	0.0262	0.0152	0.0298
55 – 59	0.0290	0.0334	0.0192	0.0381
60+	0.0359	0.0415	0.0240	0.0473

Short-Term Plan			
Age	Base Rate	Special Groups	Title 38/ 38 Hybrid Employee
Under 30	0.00178	0.00255	0.00255
30 – 34	0.00264	0.00376	0.00376
35 – 39	0.00348	0.00499	0.00499
40 – 49	0.00434	0.00620	0.00620
50 – 59	0.00527	0.00753	0.00753
60+	0.00689	0.00986	0.00986

Cost Calculator

Want to figure out the cost of your benefit?

Here's a calculator worksheet to use as a guide:

This example uses an annual salary of \$50,000 for a non-special groups member in the 35 to 44-year-old age range

		EXAMPLES			
		Basic 30-day	Premier 30-day	Long Term 180-day	Premier Plus 30-day
1. Enter your annual salary	\$	\$50,000	\$50,000	\$50,000	\$50,000
2. Calculate your bi-weekly salary by dividing Line 1 by 26 (weeks). This amount cannot exceed \$6,923.04		\$1,923.08	\$1,923.08	\$1,923.08	\$1,923.08
3. Multiply Line 2 by the appropriate rate to get your per-pay period cost. Use the rate key above to obtain the rate for your age, occupation and desired benefit option. For the example, cost was determined using Base Rate, Age 35 to 44		\$11.73	\$13.64	\$9.62	\$15.38
- Basic (30-day): 0.0061 x \$1,923.08 = - Premier (30 day): 0.0070 x \$1,923.08 = - Long Term (180-day): 0.0050 x \$1,923.08 = - Premier Plus (30-day): 0.0080 x \$1,923.08 =					
4. Add administrative fee		\$1.00	\$1.00	\$1.00	\$1.00
5. Round to the nearest dollar. This is the per-pay period cost.	\$	\$13.00	\$15.00	\$11.00	\$16.00