

Disability Plan Comparison FY07 Plan Year

| Question? | State of Colorado | | PERA | |
|--|---|--|---|--|
| | STD | LTD | STD | Disability Retirement |
| Who is eligible? | State employees as defined by CRS 24-50-303 (7) To purchase LTD coverage, an eligible employee must work at least 30 hours per week. | | Employees who have earned five years of PERA service credit (state troopers, CBI agents and judges are eligible immediately). | |
| Does the employer pay for the program? | Yes | No, optional coverage available to employees for after-tax premium based on age, salary and PERA vested status | Yes, pre-funded through monthly employer contributions. | |
| When does coverage begin? | From first day of active employment. | First of the month following approval by Standard Insurance Company | Once an employee becomes vested with PERA. | |
| How do I apply for disability benefits? | Apply through your agency's payroll or human resources department within 30 days of absence. | Your STD claim serves as your LTD application. | Contact PERA's Customer Service Center to request a Disability Program brochure, which includes an application and a Summary Plan Description. | |
| What is the benefit waiting period? | 30 calendar days. You will not receive STD benefits until you have exhausted sick leave | 180 days. Leave payments are considered deductible income, and will reduce your benefits. | 60 calendar days. Leave payments are deductible income and will reduce your benefits. | None. |
| What is the maximum benefit period? | 150 days in a consecutive 12-month period (180 days, minus the 30-day waiting period). | To age 65 Longer if disability begins at or after age 62. | Up to the first 22 months after the payment waiting period. | Lifetime, if disability continues. |
| How is the disability benefit calculated? | 60% of predisability earnings based on gross weekly earnings, less deductible income. | 60% of predisability earnings based on gross weekly earnings, less deductible income. | 60% of pre-disability PERA-includable salary (gross pay minus IRC \$125 deductions), less deductible income. | Usually, 50% of High Average Salary; however, it may be more or less, depending on service credit. |
| What are the maximum/minimum benefit payments? | Minimum: none Maximum: \$2,310/week, less deductible income. | Minimum: \$100/month Maximum: \$10,000/month, less deductible income. | Calculated benefits may be reduced by certain deductible income. | None. |
| How is disability defined? | Unable to perform with reasonable continuity the material duties of your own occupation, or you are unable to earn 50% or more of your predisability earnings while working in your own occupation. | First 18 months: unable to perform the material duties of your own occupation and have a loss of at least 20% in earnings when working at your own occupation. After 18 months: unable to perform the material duties of any occupation and unable to earn at least 60% of your Indexed Predisability Earnings within 12 months following return to work. | Medically incapacitated from performing the essential functions of any job at which you could return to work and earn at least 75% of your predisability earnings, but NOT totally incapacitated from all regular and substantial gainful employment. | Same as STD, except that information must support that the Member is not reasonably expected to recover within the group policy's 22-month Maximum Benefit Period. |