



How the Plan Works

The County provides you with Short-Term Disability (STD) benefits in the event of a non-work related illness or injury that requires you to be off work more than seven (7) consecutive days. After you satisfy a waiting period of 7 consecutive calendar days you will generally receive a normal weekly benefit equal to 55% of your base weekly earnings, not to exceed established amounts.

Your base weekly benefit may be reduced if you receive or are entitled to receive other disability payments, such as State Disability Insurance (SDI).

Plan benefit payments may be fully or partially integrated with leave balances to receive up to 100% of your base salary. To integrate your benefits please obtain a Leave Integration (LI) form from your department payroll specialist.

Eligibility

Employees must meet the eligibility requirements specified in their Memorandum of Understanding (MOU), Exempt Compensation Plan, Contract or Salary Ordinance. Coverage under this plan is automatic.

To apply for STD please contact the County's protected leaves administrator.

State Disability Insurance (SDI)

The STD Plan replaces State Disability Insurance (SDI). However, you may be eligible to receive SDI benefits if you meet either of the following conditions:

1. You participated in SDI at any time within the 18 months immediately prior to enrollment in the STD Plan
2. You have a second job that participates in SDI

If you are covered under SDI, you may apply for SDI benefits and provide a copy of the SDI determination letter to The Standard, the County's disability provider. The STD benefit will be reduced by the amount of the SDI benefit you are eligible for or currently receiving. If the SDI benefit amount is greater than the allowable STD benefit amount, a weekly minimum benefit of \$25.00 will be payable.