



**Kosciusko County Government**

**Short-Term Disability Benefits (Employee Only)**

<b>SUMMARY OF BENEFITS</b>	
<b>Total Disability</b>	\$300 per week pre-tax
<b>Partial Disability</b>	\$300 per week pre-tax, less any pay earned for partial time worked
<b>Maximum Benefit Period Per Rolling Calendar Year</b>	26 weeks per rolling calendar year

Disability benefits are calculated on a 7-day workweek basis. When benefits are payable for less than a full week, benefits shall be calculated on 1/7<sup>th</sup> of the disability benefit for each day of illness or injury.

**BENEFIT WAITING PERIOD**

Benefit waiting period is not included in the maximum benefit period.

Benefits for eligible employees begin on:

- The 8<sup>th</sup> day of the disability due to injury. The date of the disability must begin within 7 days of the injury. This plan has a calendar day benefit waiting period for an injury.
- The 8<sup>th</sup> day of the disability due to illness. This plan has a calendar day benefit waiting period for an illness.

**BENEFIT INCREASE/DECREASE**

If your weekly benefits change (increase or decrease) as a result of a plan change during your disability, the change will be effective the date you return to work.

**HOLIDAYS AND VACATIONS**

The plan continues to pay disability benefits to you through a paid holiday scheduled by your employer.

Employees must use all sick leave, vacation pay or any comp time prior to applying for disability benefits. After this time is used up, the waiting period will begin and then the 26-week disability benefit.

Employees accrue vacation time on their employment anniversary. If this occurs during a disability period, disability payment will be placed on hold and vacation time paid out. Disability payments will resume once vacation time has been exhausted.

Please see the Summary Plan Description or contact Human Resources for additional information.