

**Short Term Disability Key Provision Analysis for County of Clackamas Policy 604303**

Provisions	Current Language and Provisions	New Language and Provisions	Comments	IMPACTS
<p><b>Benefit Waiting Period</b></p>	<p>The longer of (a) 30 days, or (b) the period for which sick leave benefits are payable under the Employer's sick leave program.</p>	<p>For Members who apply during the Enrollment Period:                      For Disability caused by accidental Injury: 7,14,or 30 days</p> <p>For Disability caused by Physical Disease, Pregnancy or Mental Disorder: 7,14,or 30 days</p> <p>For Members who do not apply during the Enrollment Period:                      For Disability caused by accidental Injury:7,14,or 30 days</p> <p>For Disability caused by Physical Disease, Pregnancy or Mental Disorder:                      During the 12-month period beginning on the date your insurance becomes effective:                      60 days; and thereafter: 7,14,or 30 days</p>	<p>STD ASO                      with 30/30 BWP \$1.64 Per member                      with 14/14 BWP \$1.95 Per member                      with 7/7 BWP \$2.03 Per member</p>	<p>The Benefit Waiting Period (BWP) is the period you must be continuously disabled before benefits become payable. Moving from a 30 day BWP to a 7 or 14 day BWP would mean that disability benefits would become payable sooner. For example, pregnancy disabilities without complications currently only get a 2 week payment due to the 30 day BWP. Moving to a shorter BWP would be an enhancement.</p>

<p style="text-align: center;"><b>Benefit</b></p>	<p>Monthly Benefit</p> <p><b>Class 1:</b></p> <p>Plan 1: 60% of the first \$3,333 of your Predisability Earnings, reduced by Deductible Income.</p> <p>Plan 2: 60% of the next \$6,700 of your Predisability Earnings, reduced by Deductible Income.</p> <p><b>Class 2 and 3:</b></p> <p>Plan 1: 60% of the first \$3,333 o of your Predisability Earnings, reduced by Deductible Income.</p> <p>Plan 2: 60% of the next \$6,700 of your Predisability Earnings, reduced by Deductible Income.</p>	<p>Weekly Benefit</p> <p><b>Class 1:</b></p> <p>Plan 1: 60% of the first \$770 of your Predisability Earnings, reduced by Deductible Income.</p> <p>Plan 2: 60% of the next \$1,547 of your Predisability Earnings, reduced by Deductible Income.</p> <p><b>Class 2 and 3:</b></p> <p>Plan 1: 60% of the first \$770 of your Predisability Earnings, reduced by Deductible Income.</p> <p>Plan 2: 60% of the next \$1,154 of your Predisability Earnings, reduced by Deductible Income.</p>	<p>Benefit payments under the updated plan will be issued weekly.</p>	<p>This will change from a monthly benefit to a weekly benefit.</p>
<p style="text-align: center;"><b>Survivor Benefit</b></p>	<p>A lump sum equal to 3 times your LTD Benefit without reduction by Deductible Income.</p>	<p>Not included</p>	<p>This is an LTD benefit provision.</p>	<p>There has been 5 survivor benefits paid under the current LTD ASO policy over the last 34 years. This would be impactful to employees that pass away while STD benefits are payable, but haven't reached LTD yet. Changing to a 90 day STD Benefit Maximum Period would help to reduce this impact. There hasn't been any SB claims within the last five years.</p>

<p><b>Special Dismemberment Provision</b></p>	<p>Minimum Benefit Period: Loss                    Minimum Benefit Period</p> <p>One hand, one foot, or sight of one eye:.....6 months</p> <p>Two or more of the above Losses:.....30 months</p>	<p>Not included</p>	<p>This is an LTD benefit provision.</p>	<p>A Special Dismemberment benefit has never been paid under the current LTD ASO policy. This could be impactful to employees that lose a hand, foot, or sight and recover in less than 6 months. In discussion with our claims team they did not feel this provision would impact claim payments under the STD. We can't say that this would never come into play, but there has never been a claim paid for this under the ASO LTD policy. Changing to a 90 day STD Benefit Maximum Period would help to reduce any impact.</p>
<p><b>Pre-existing Condition Exclusion</b></p>	<p>3/12 Preex included</p>	<p>None</p>	<p>Preex is generally not offered on STD due to the amount of time required to research for preexisting conditions. Having a pre-ex provision on an STD policy would impact claim timeliness. Please confirm if preex is desired.</p>	<p>It is standard practice to not include preex on STD claims. However, there is the potential for more claims to be approved without the provision. Please note there has been 3 claims denied for pre-ex in the last 5 years.</p>
<p><b>Continuity Of Coverage</b></p>	<p>Included. Credits time under the Prior Plan toward the preexisting condition exclusion</p>	<p>Not applicable</p>	<p>This provision addresses handling of preexisting conditions after a transfer of coverage to a new policy. This provision is not needed for the new STD policy, because it won't contain a preexisting condition exclusion.</p>	<p>The LTD ASO plan included this provision due to the pre-existing exclusion provision; however, since the new STD plan doesn't have a pre-ex provision, this provision is no longer needed.</p>
<p><b>Other Exclusions</b></p>	<p>War</p> <p>Intentionally Self Inflicted Injury</p> <p>Occupational Disability</p>	<p>War</p> <p>Intentionally Self-Inflicted Injury</p> <p>Work Related</p> <p>Violent Or Criminal Conduct</p> <p>Loss Of License Or Certification</p>	<p>Our standard offering excludes disabilities that arise out of loss of license or violent/criminal conduct.</p>	<p>This will stop claims from being paid when a disability is due to a Violent or Criminal Conduct, for Loss of License, or Certification. Standard is unable to verify the impact on previous claims, if any.</p>
<p><b>Imprisonment Limitation</b></p>	<p>Not included</p>	<p>No LTD benefits will be paid for any period of disability when you are confined for any reason in a penal or correctional institution</p>	<p>Please confirm desired administration</p>	<p>This will stop claims from being paid while a claimant is in prison. Standard is unable to verify the impact on previous claims, if any.</p>

<p align="center"><b>Reasonable Accommodation Expense Benefit</b></p>	<p>Not included</p>	<p>If you return to work in any occupation for any employer, not including self-employment, as a result of a reasonable accommodation made by such employer, we will pay that employer a Reasonable Accommodation Expense Benefit in an amount agreed to by us, but not to exceed the expenses incurred.</p> <p>The Reasonable Accommodation Expense Benefit is payable only if the reasonable accommodation is approved by us in writing prior to its implementation.</p>	<p>The WorkPlace Possibilities Team and ADAAA Consultants will use this benefit to cover the cost of the accommodations.</p>	<p>This enhancement will impact anyone that needs an accommodation in order to return to work or stay at work. The benefit covers up to \$25,000 per employee to pay for the cost of the accommodation.</p> <p>The ADAAA services offering requires this provision is included in the policy because it is used to cover the cost of the accommodations. If this provision is utilized, it will provide a direct and indirect savings for the policyholder.</p>
<p align="center"><b>Temporary Recovery During the Maximum Benefit Period</b></p>	<p>If you recover from disability and become disabled again from the same cause, you will not need to serve a new benefit waiting period if:</p> <p>During the maximum benefit period - you have a total of 5 days</p>	<p>If you recover from disability and become disabled again from the same cause, you will not need to serve a new benefit waiting period if:</p> <p>During the maximum benefit period - you have a total of 90 days</p>	<p>For best practices, The Standard recommends the allowable period of temporary recovery during the LTD benefit waiting period to be the same as the allowable period of temporary recovery during the STD maximum benefit period.</p>	<p>Increasing the Temporary Recovery period from 5 days to 90 days, allows employees a longer period of time to attempt to return to work without the concern of reinitiating the Benefit Waiting Period. This would be an enhancement for the members.</p> <p>This change incentivizes employees to attempt to return to work and will positively impact anyone that does return to work for more than 5 days, but then needs to go back out on disability for the same cause.</p>