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**Benefits at a Glance for Special District Association of Colorado****Group Policy # 427299****Effective Date January 1, 2014**

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## Group Short Term Disability Insurance

Group Short Term Disability (STD) insurance from Standard Insurance Company helps provide financial protection for insured members by promising to pay a weekly benefit in the event of a covered disability.

The cost of this insurance is paid by the Participating Employer of the Special District Association.

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### Eligibility

#### Definition of a Member

You are a member if you are a regular employee of a participating employer, or a non-FPPA employee of Crested Butte Fire District actively working at least 20 hours each week, and a citizen or resident of the United States or Canada. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.

#### Class Definition

Class 1 Firefighters and Colorado River Fire Rescue Members

Class 2 All other members

#### Eligibility Waiting Period

You are eligible on the later of:

- The effective date of your Employer's participation under the Group Policy; or
- The first day of the calendar month following 30 consecutive days as a Member.

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### Benefits

#### Weekly Benefit

66 2/3 percent of the first \$2,307 of weekly predisability earnings as of the date of disability, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)

#### Maximum Weekly Benefit

\$1,538

#### Minimum Weekly Benefit

\$15

#### Benefit Waiting Period

Your weekly benefit becomes payable the first day you are disabled for disability caused by accidental injury 7 days for disability caused by physical disease, pregnancy or mental disorder.

### **Definition of Disability**

For the benefit waiting period and while the STD benefits are payable, you are considered disabled if you:

- Are unable – as a result of physical disease, injury, pregnancy or mental disorder – to perform with reasonable continuity the material duties of your own occupation; and
- Suffer a loss of at least 20 percent of your predisability earnings when working in your own occupation.

You will no longer be considered disabled when your earnings from any occupation meet or exceed 80 percent of your predisability earnings.

### **Maximum Benefit Period**

180 days for disability caused by accidental injury

173 days for disability caused by physical disease, pregnancy or mental disorder

### **Other Features and Services**

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- Reasonable Accommodation Expense Benefit
- Return to Work Incentive
- Return to Work Responsibility
- Temporary Recovery Provision

*This information is only a brief description of the group STD insurance policy sponsored by Special District Association of Colorado. The controlling provisions will be in the group policy issued by The Standard. The group policy contains a detailed description of the limitations, reductions in benefits, exclusions and when The Standard and Special District Association of Colorado may increase the cost of coverage, amend or cancel the policy. A group certificate of insurance that describes the terms and conditions of the group policy is available for those who become insured according to its terms. For more complete details of coverage, contact your human resources representative.*





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## Group Long Term Disability Insurance

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### Eligibility

#### Definition of a Member

You are a member if you are a regular Firefighter and Colorado River Fire Rescue Member employee of a participating Employer or non-FPPA employee of Crested Butte Fire District, actively working at least 20 hours each week, and a citizen or resident of the United States or Canada. You are not a member if you are a temporary or seasonal employee, a full-time member of the armed forces, a leased employee or an independent contractor.

#### Class Definition

Class 1 Firefighters and Colorado River Fire Rescue Members  
Class 2 All other members

#### Eligibility Waiting Period

You are eligible on the later of:

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### Benefits

#### Monthly Benefit

60 percent of the first \$10,000 of monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)

#### Maximum Monthly Benefit

\$6,000

#### Minimum Monthly Benefit

\$100

#### Benefit Waiting Period

90 days

### Definition of Disability

For the benefit waiting period and the first 24 months for which LTD benefits are payable, being unable – as a result of physical disease, injury, pregnancy or mental disorder – to perform with reasonable continuity the material duties of your own occupation and suffering a loss of at least 20 percent of predisability earnings when working in your own occupation.

After that, being unable – as a result of physical disease, injury, pregnancy or mental disorder – to perform with reasonable continuity the material duties of any occupation:

- That you are able to perform, due to education, training or experience,
- That is available at one or more locations in the national economy, and
- In which you can be expected to earn at least 60 percent of predisability earnings within 12 months of returning to work, regardless of whether you are working in that, or any other, occupation.

### Maximum Benefit Period

If you become disabled before age 62, LTD benefits may continue until age 65. If you become disabled at age 62 or older, the benefit duration is determined by the age when disability begins:

Age	Maximum Benefit Period
62	3 years 6 months
63	3 years
64	2 years 6 months
65	2 years
66	1 year 9 months
67	1 year 6 months
68	1 year 3 months
69+	1 year

### Other Features and Services

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- 24 hour coverage, including coverage for work-related disabilities
- Employee Assistance Program
- Reasonable Accommodation Expense Benefit
- Rehabilitation Plan Provision
- Return to Work Incentive
- Return to Work Responsibility
- Survivors Benefit
- Temporary Recovery Provision
- Waiver of Premium while LTD benefits are payable

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### Benefits

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#### Monthly Benefit

60 percent of the first \$10,000 of monthly predisability earnings, reduced by deductible income (e.g., work earnings, workers' compensation, state disability, etc.)

#### Maximum Monthly Benefit

\$6,000

#### Minimum Monthly Benefit

\$100

#### Benefit Waiting Period

180 days

### Definition of Disability

For the benefit waiting period and the first 24 months for which LTD benefits are payable, being unable – as a result of physical disease, injury, pregnancy or mental disorder – to perform with reasonable continuity the material duties of your own occupation and suffering a loss of at least 20 percent of predisability earnings when working in your own occupation.

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