



SHORT-TERM DISABILITY BENEFITS

THE FOLLOWING INFORMATION IS INTENDED SOLELY TO PROVIDE YOU WITH A BRIEF DESCRIPTION OF YOUR SHORT-TERM DISABILITY INCOME PROTECTION PLAN. FULL DETAILS ARE OUTLINED IN THE CITY'S PERSONNEL POLICY MANUAL.

Short-Term Disability coverage replaces a percentage of your income in the event you are unable to work due to an accident or illness.

WHO IS COVERED?	All full-time employees are eligible for this benefit effective the first day of the month following six months of actively working their full-time employment schedule.
WHAT IS THE BENEFIT?	Short-Term Disability coverage provides compensation at 75% of your pre-disability rate of pay.
WHEN IS IT PAYABLE?	You are eligible for benefits after an absence from work of 80 working hours (112 hours for designated Fire personnel) for your own medical condition. Any absences due to a prolonged illness or medical condition within the first six months of full-time employment may impact the effective date of coverage.
WHAT IS THE DEFINITION OF SHORT-TERM DISABILITY?	An illness, injury, medical condition, or other qualifying event that requires you to be absent from work for a period of time in excess of 80 working hours (112 hours for designated Fire personnel).
HOW LONG ARE BENEFITS PAYABLE?	Short-Term Disability benefits are limited to a maximum of 448 hours (627.2 hours for designated Fire personnel) in a rolling 12-month period of time. Commencing the date of your first shift of leave missed for the same health condition.
MAY I SUPPLEMENT MY BENEFITS?	Yes, you may supplement your Short-Term Disability benefits with Paid Time Off (PTO) hours, Banked Leave, and/or Compensatory Time up to 100% of your normal base pay.
WILL I CONTINUE TO ACCRUE PTO WHILE ON SHORT-TERM DISABILITY?	No, PTO will not accrue during any period of Short-Term Disability.
HOW WILL I BE COMPENSATED FOR MY FIRST TWO WEEKS OF MISSED WORK?	The first 80 hours (112 hours for designated Fire personnel) will be charged to your accrued PTO, Banked Sick Leave, or in the event that these are not available, to Leave Without Pay.
WHAT IF I AM ABLE TO RETURN TO WORK ON A PART-BASIS TIME?	Should you be able to return to work in a modified or part-time capacity during your Short-Term Disability, any hours worked will be paid at your regular pay rate and coded as transitional duty (LDY). The hours worked in the transitional duty assignment will not be counted toward the STD maximum hour limit of 448 (627.2 hours for designated Fire personnel).
WHO PAYS FOR THE PLAN?	City of Grand Junction pays for your Short-Term Disability coverage and benefit.