



GUARDIAN<sup>®</sup> The Guardian Life Insurance Company of America  
 New York, NY  
 1-800-541-7846

## Town of Concord LONG TERM DISABILITY SUMMARY

### **Voluntary Long Term Disability Insurance (LTD)**

### **Cost of Insurance**

- Provides 55% of Basic Monthly Earnings after 90 days of disability
  - Covers disabilities caused by either job related or non-job related sickness or injury.
  - Maximum monthly benefit = \$6,000.
  - Minimum monthly benefit = \$100.
  - Benefits payable for 2 years when disability prevents work in own occupation. If disability continues, benefits payable to normal Social Security Retirement age when disability occurs before age 60 and prevents work in any occupation.
  - Provides partial benefits during partial disability (i.e. employee may work).
  - Mental & Nervous/Drug & Alcohol disabilities are limited to 24 months of payments.
  - If employee receives any other benefits due to disability, LTD benefit will be reduced by that amount (i.e. Social Security, workers' compensation, disability retirement).
  - **3/12 Pre-Existing Condition Exclusion Period for New Enrollees\***  
*A condition that is treated in the 3 months prior to insurance effective date and results in a disability during the first 12 months of coverage would not qualify for benefits.*
- \* Employees currently insured by The Hartford LTD will have continuity of coverage under The Guardian.

**Biweekly deduction =  
 [\$.0067 X (55% of monthly salary)] divided by 2**

*Example: Employee's Salary: \$4,000/month  
 [\$.0067 X (\$2,200)] = 14.74 / 2 =  
 \$7.37biweekly deduction*

100% is paid by the employee

Biweekly deduction amounts are recalculated each year based upon the employee's November 1<sup>st</sup> salary. These deduction changes go into effect in December paychecks.

**IMPORTANT NOTICE TO EMPLOYEES:**

There is no annual open enrollment for Long Term Disability Insurance. If an employee does not elect coverage when offered, there is no guarantee of enrollment eligibility in the future. Late enrollees will be required to provide evidence of good health, as determined by The Guardian, in order to obtain coverage.