



City of Eugene Long-Term Disability (LTD) Frequently Asked Questions (FAQs)

What does "Disabled" mean?

You are considered disabled if, due to illness, accidental bodily injury, or pregnancy, you are unable to perform with reasonable continuity the material duties of your own occupation.

After Long Term Disability benefits have been paid for 24 months, you are considered disabled if you are unable to perform with reasonable continuity the material duties of any gainful occupation for which you are reasonably fitted by education, training and experience.

When will LTD Benefits begin?

Once Standard Insurance Company has approved your application for LTD benefits, benefits are payable after the Benefit Waiting Period.

What is the Benefit Waiting Period?

The Benefit Waiting Period, also known as the "elimination period," is the time you must be continuously disabled before you are eligible for long-term disability benefits.

How long is the Benefit Waiting Period?

The Benefit Waiting Period is 90 days for all groups except AFSCME. For AFSCME-represented employees, the Benefit Waiting Period is 90 days of continuous disability or the period for which you are eligible for sick leave, whichever is longer.

What will my LTD benefits be?

After the Benefit Waiting Period, the LTD plan provides a monthly benefit, including Deductible Income, equal to 60% of your basic monthly salary (66% for EPEA-represented employees), up to a maximum amount.

Please refer to the LTD Handbook and insurance certificate available on the Employee Benefits Term Disability website for detailed information on the monthly benefit amount for each employee group.

What's Deductible Income?

Income from certain other sources will reduce the amount of your LTD benefits, including sick leave, Workers' Compensation, **any** disability, or retirement benefits you receive or are eligible to receive under PERS or OPSRP, Social Security, and salary or wages except those provided under an approved rehabilitation plan.

Can you work while disabled and still qualify for LTD benefits?

Yes. You may work during the Benefit Waiting Period and throughout the maximum benefit period, provided you meet the definition of disability.

Are there any exclusions or limitations?

Yes. You are not covered for a disability caused or contributed to by war or any acts of war, nor any disability caused or contributed to by an intentionally self-inflicted injury.

Also, no LTD benefits are payable during the Benefit Waiting Period or after the end of the maximum benefit period. In addition, payment of LTD benefits for each period of disability caused or contributed to by a mental disorder is limited to 24 months. No LTD benefits will be paid for any period of disability unless you are under the regular care of a physician.

Please refer to the LTD Handbook and insurance certificate available on the Employee Benefits Term Disability website for all exclusions and limitations.

What is the Maximum Benefit Period?

The Maximum Benefit Period is the maximum length of time that you can continue to receive LTD benefits and is based on your age at disability. No LTD benefits are payable after the end of the Maximum Benefit Period, even if you are still disabled.

Please refer to the LTD Handbook and insurance certificate available on the Employee Benefits Term Disability website for detailed information on the Maximum Benefit Period.

Do I have to pay my LTD premiums while disabled?

No. The City of Eugene pays your LTD insurance premiums.

Will my LTD benefits be taxed?

Yes. Since the LTD premiums are paid by the City of Eugene the benefits you receive are considered taxable income.

What about health insurance?

For AFSCME- and Non-Represented employees, health insurance premiums will be paid by the City for any current employee on both LTD and unpaid leave for a maximum of one year from the date of disability as determined by Standard Insurance Company.

For other employees, City-paid health insurance coverage extends through the end of the month in which you are on paid leave. You may continue coverage under the COBRA or Retiree health insurance continuation programs by self-paying the required premiums.

Where can I get more information?

The Long-Term Disability Handbook and LTD insurance certificates are posted on the City of Eugene Employee Benefits website: www.eugene-or.gov/employeebenefits or you can contact the Employee Benefits Staff at BenefitsStaff@eugene-or.gov.