



# **NEW YORK STATE POLICE INVESTIGATORS ASSOCIATION**

## **NEW MEMBER DISABILITY INSURANCE**

### **EXCLUSIVELY FOR NYSPIA MEMBERS**



# NYSPIA LONG TERM DISABILITY PROGRAM

## POLICY FEATURES

### What is Supplemental Disability Income Insurance?

Disability Income Insurance protects against the risk of a loss of income due to a disability. This plan provides income supplement payments if you become unable to work and suffer an income loss due to an injury or illness that occurred on or off-the-job.

### Why purchase Disability Insurance?

One third of American workers are likely to be disabled for an extended period. According to the Department of Housing and Urban Development, illness is a major factor in home foreclosures. Disability insurance provides partial income replacement so that if someone becomes disabled, they will not have to dive into savings, sell a home or radically change how they live. **The benefit levels have been specially designed for NYSPIA Members to fill the gap in benefits not available through your employment with the State of New York.**

### Do I need to answer medical questions in order to enroll?

During open enrollment, all applications will be approved with no medical questions asked provided you are an active member of NYSPIA in good standing and you are working full-time (20 hours or more per week). Members who apply for coverage, request a change in coverage outside the open enrollment period will need to provide proof of good health satisfactory to Standard Life Insurance Company of New York.

### What is not covered?

Disability benefits are not payable for any disability caused by:

- 1) war or any act of war (including services in the armed forces);
- 2) committing a felony or taking part in a riot or civil disorder; or
- 3) intentionally injuring yourself or attempting suicide while sane or insane.

No benefits are payable for any period during which you are confined to a correctional facility if convicted of a crime, you are not under the care of a doctor, or your loss of earnings is not solely due to disability. This plan provides disability income insurance only. It does not provide "basic hospital" or "basic medical" insurance as defined by the New York State Insurance Department.

### If I have a pre-existing condition will I be covered?

Payment of the Long Term Disability benefit will be limited if your Disability is caused or contributed to by a Preexisting Condition or medical or surgical treatment of a Preexisting Condition unless, on the date you become Disabled you:

1. Have been continuously insured under the Group Policy for a period of 12 months; and
2. Have been Actively At Work for at least one full day after the end of that 12 months.

Preexisting Condition means a mental or physical condition whether or not diagnosed or misdiagnosed:

- A. For which you have done or for which a reasonably prudent person would have done any of the following:
  1. Consulted a physician or other licensed medical professional;
  2. Received medical treatment, services, or advice;
  3. Undergone diagnostic procedures, including self-administered procedures;
  4. Taken prescribed drugs or medications;
- B. Which, as a result of any medical examination, including routine examination, was discovered or suspected; at any time during the 180-day period just before the effective date of your insurance under the Group Policy.

### How long will my disability benefits continue?

Your disability program will provide benefits for as long as you are disabled, up to age 65. A lifetime security benefit is available if a member is unable to perform two or more activities of daily living and/or suffers from a severe cognitive impairment. Benefits for disabilities primarily caused by a mental or psychiatric condition, alcohol or drug abuse are limited to a combined maximum of 24 months for all periods of disabilities for all of these conditions.

### How much coverage am I eligible for?

All Participants are entitled to 50% of their earnings for a maximum benefit of \$7,500 per month.

### When will my coverage go into effect?

The date of your first payroll deduction.

### If I become disabled, how soon will my benefit begin?

You are eligible to receive benefits once the waiting period you have elected has expired.

### Will my disability benefit checks be taxable?

Your benefit checks will be tax free.

## Will I have to pay premiums while I am on Disability?

Once you start receiving disability payments, future premiums will be waived until disability payments cease.

## Will my premiums increase over the years?

Member premiums are based on age. Premiums are grouped into ten year age bands and will change as Member's age moves from one age band to the next.

## Will income from other sources reduce my benefit?

This disability program has been specifically designed to provide a benefit that when combined with all other income would bring a disabled Member back to their pre-disability earnings from the date of disability to the first 24 months, your benefits will not be reduced until your benefit combined with all other income exceeds 100% of your pre-disability earnings (including overtime).

Other income includes monies received from all sources (i.e. social security payments, workers compensation, etc.) **Sick and vacation pay is not considered other income.** After 24 months of disability to age 65, your benefits will not be reduced until your disability benefit combined with all other income exceeds 70% of your pre-disability earnings (including overtime).

# How to Determine the Waiting Period that's Right for You

## Step 1: Understand your NY State Police Disability Benefits and Identify the Potential Income Gaps:

### **FOR WORK RELATED DISABILITIES:**

All NYSPIA members: are entitled to Workers Compensation benefits up to 24 months at 100% of salary (not including overtime)

- From the end of the Workers Compensation period; all members are entitled to either a Service Retirement (20 (+) years of service) of 50-70% of their Final Average Salary (FAS) or a Disability Retirement of 50% of FAS for lifetime.

**GAP = 30-50% of FAS from the end of the Workers Compensation period for life**

### **FOR WORK RELATED DISABILITIES BY ACCIDENT:**

All NYSPIA members: are entitled to 75% of their FAS regardless of their service.

**GAP = 25% of FAS for life**

### **FOR NON-WORK RELATED DISABILITIES:**

NYSPIA Members with **20-30 years of service:** are entitled to a Service Retirement of 50-70% of their FAS

**GAP = 30-50% of FAS from the time service retirement starts to age 65/Life**

Members with **less than 20 years of service:** are entitled to use their own accruals (sick, annual and personal).

**GAP = 100% of FAS from the exhaustion of all accruals for life**

## Step 2: Select the Waiting Period that is right for you:

- Consider your banked accruals and savings.
- Select the longest you can get by without a disability benefit (sick in vacation pay may be used during this time). (The longer the Waiting Period the lower your premium cost).
- See back of application to compare bi-weekly premiums.

***Please see back of this brochure for Bi-Weekly Premiums.***

# NYSPIA'S DISABILITY INSURANCE BI-WEEKLY PREMIUMS

Choose your Annual Compensation Range and Waiting Period.

Age Bands	Under Age 30 Waiting Periods			Age 30 - 39 Waiting Periods		
	Annual Compensation*	60 Days	90 Days	180 Days	60 Days	90 Days
120,000 - 129,999	\$10.14	\$6.24	\$5.27	\$21.73	\$15.67	\$13.82
130,000 - 139,999	\$10.88	\$6.68	\$5.63	\$23.37	\$16.83	\$14.85
140,000 - 149,999	\$11.62	\$7.12	\$6.00	\$25.00	\$18.00	\$15.87
150,000 - 159,999	\$12.37	\$7.57	\$6.37	\$26.63	\$19.17	\$16.90
160,000 - 169,999	\$13.11	\$8.01	\$6.73	\$28.27	\$20.33	\$17.92
170,000 - and above	\$13.85	\$8.45	\$7.10	\$29.90	\$21.50	\$18.95

  

Age Bands	Age 40 - 49 Waiting Periods			Age 50+ Waiting Periods		
	Annual Compensation*	60 Days	90 Days	180 Days	60 Days	90 Days
120,000 - 129,999	\$48.27	\$37.22	\$33.00	\$89.44	\$70.16	\$61.06
130,000 - 139,999	\$51.95	\$40.05	\$35.50	\$96.28	\$75.52	\$65.72
140,000 - 149,999	\$55.62	\$42.87	\$38.00	\$103.12	\$80.87	\$70.37
150,000 - 159,999	\$59.30	\$45.70	\$40.50	\$109.97	\$86.23	\$75.03
160,000 - 169,999	\$62.97	\$48.52	\$43.00	\$116.81	\$91.59	\$79.69
170,000 - and above	\$66.65	\$51.35	\$45.50	\$123.65	\$96.95	\$84.35

\* Includes Base Salary + Total Additional Compensation + Overtime as reported on the prior year's W-2.



**This information is only a brief description of the group Disability Insurance policies sponsored by NYSPIA. The controlling provisions will be in the group policy issued by The Standard Insurance Company of New York. The group policy contains a detailed description of the limitations, reductions in benefits, exclusions and when The Standard Life Insurance Company of New York and the Union 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 Members who become insured according to its terms. For more complete details of coverage, contact Norvest Financial Services, Inc. at 1-888-869-8252 or visit the Norvest web site at [www.norvest.net](http://www.norvest.net) to review the policy.**

