

Voluntary Short and Long Term Disability Benefits – Mutual of Omaha

Voluntary Short Term Disability (STD) and Long-Term Disability (LTD) provides the protection you need to ensure that your way of life is protected in case of a serious injury or illness. The following is a summary of the STD and LTD disability plans offered through Mutual of Omaha.

You must complete an Evidence of Insurability Form with Mutual of Omaha if you are enrolling more than 31 days after your eligibility date or making changes.



Voluntary STD Coverage	
Basic Benefit	60% of salary
Maximum Benefit	\$1,000 weekly
Elimination Period	Injury – Benefits start on 31 st day Illness – Benefits start on 31 st day
Maximum Benefit Duration	22 weeks
Pre-existing Conditions	3/12 (Pre-existing conditions; there is a 3 month look-back from effective date and a 12 month waiting period on pre-existing conditions)

Voluntary LTD Coverage	
Basic Benefit	60% of salary
Maximum Benefit	\$7,500 monthly
Elimination Period	180 days
Maximum Benefit Duration	Age 65 or Social Security Normal Retirement Age
Pre-existing Conditions	3/12 (Pre-existing conditions; there is a 3 month look-back from effective date and a 12 month waiting period on pre-existing conditions)

Voluntary STD Composite Rate

The monthly composite rate (Per \$10 of Weekly Benefit) \$0.38. Please refer to the table below to determine the cost.

Voluntary STD Rate Example	
Example Weekly Earnings	\$500
Example Weekly Benefit (60% of weekly earnings)	\$300
Weekly Benefit Divided by 10	\$30
Multiplied by rate (see rate table above)	X \$0.38
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Example Monthly Cost	\$11.40
To determine the Semi Monthly Premium – Enter the Monthly Cost times 12 then divide by 24.	
Example Cost/Semi Monthly Pay Period	\$5.70

Voluntary LTD Age-Banded Rates

AGE	Under 24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65-69	70+
Rate	\$0.112	\$0.129	\$0.178	\$0.271	\$0.426	\$0.619	\$0.828	\$0.988	\$1.037	\$1.041	\$1.166

The following example is based on Age 40 – 44 employee earning \$2,000 per month. Monthly benefit will be 60% of your monthly earnings to a maximum of \$7,500 per month.

Voluntary LTD Rate Example	
Example Monthly Salary	\$2,000
Divided by 100	20
Multiplied by rate (see rate table above)	X \$0.426
=	
Example Monthly Cost	\$8.52
To determine the Semi Monthly Premium – Enter the Monthly Cost times 12 then divide by 24.	
Example Cost/Semi Monthly Pay Period	\$4.26

Rates are calculated based on the employee's current age on the effective date of the plan.