

Long-Term Disability for Active Employees

UTRGV has two plans available for Long-Term Disability which provide income protection for employees who are unable to perform their work duties due to a disability caused by an injury or sickness. Long-Term Disability plans offered and eligibility for the plan is dependent upon job duties and assignment.

Long-Term Disability - Blue Cross Blue Shield available to all benefit eligible employees

Monthly Benefit	60% of your monthly earnings up to a maximum benefit of \$12,025 per month, subject to deductible sources of income or other disability earnings.	
Elimination Period	90 days from onset of disability, during which you are continuously disabled.	
Maximum Period Payable	Age at Disability Less than age 60 Age 60 through 64 Age 65 through 69 Age 70 and over	Maximum Period Payable To age 65, but not less than 5 years 5 years To age 70, but not less than 1 year 1 year
Sick Leave	You must exhaust all your accrued sick leave before benefits are payable.	
Out of pocket cost	<p>Calculation is based on plan year 2019-2020.</p> <p>The monthly premium is based on your salary. To calculate your premium cost, follow this simple formula.</p> <p>Divide your annual salary by 12. Then round to the nearest whole dollar (this number is capped at \$20,042). Then multiply by \$0.0038 (the rate).</p> <p>The following example assumes a salary of \$50,000. $\\$50,000 / 12 = \\$4,166.67$, rounded to the nearest whole dollar = \$4,167, x .0038 = \$15.83 of monthly premium</p>	

Long-Term Disability - The Standard Plan enhanced plan available to only certain positions

Eligibility: All active, full time employees who are Senior Administrators, Scientists and Physicians (Clinical), who have responsibilities directly associated with the UTRGV School of Medicine, who were hired or appointed to their position for a period of 4 ½ months or more for the year.

Monthly Benefit	60% of monthly wage base paid by the employer, not to exceed a benefit of \$35,000 a month, less the sum of benefits from other sources that apply to the same month (e.g., Social Security, workers' compensation, etc.).
Elimination Period	When you apply for coverage, you elect an elimination period of either 90 days or 180 days.

Maximum Period Payable	Age at Disability Less than age 61 62 63 64 65 66 67 68 69 years or older	Maximum Period Payable To age 65, or 3 years 6 months, if longer 3 years 6 months 3 years 2 years 6 months 2 years 1 year 9 months 1 year 6 months 1 year 3 months 1 year								
Sick Leave	You must exhaust all your accrued sick leave before benefits are payable.									
Out of pocket cost	<p>Calculation is based on plan year 2019-2020.</p> <p>How to calculate the out-of-pocket cost for The Standard LTD</p> <table data-bbox="334 772 1136 919"> <tr> <td>90-day BWP w/ COLA</td> <td>0.850 Percent of Insured Earnings</td> </tr> <tr> <td>90-day BWP w/o COLA</td> <td>0.650 Percent of Insured Earnings</td> </tr> <tr> <td>180-day BWP w/ COLA</td> <td>0.640 Percent of Insured Earnings</td> </tr> <tr> <td>180-day BWP w/o COLA</td> <td>0.490 Percent of Insured Earnings</td> </tr> </table> <p>Calculation: Monthly Salary/100 * (chosen rate above) = monthly premium due</p> <p>Example: Monthly Salary: \$31,000 / 100 * Plan: 90- day BWP w/o COLA. Rate: .730 31,000/ 100 = 310 * .730 = \$226.30 Monthly premium due: \$226.30</p> <p>*BWP= Waiting period between time disability occurs (off work) and when the disability coverage starts paying. *COLA= Cost of Living Adjustment: Annual adjustment based on the government’s annual inflation and cost of living numbers.</p>		90-day BWP w/ COLA	0.850 Percent of Insured Earnings	90-day BWP w/o COLA	0.650 Percent of Insured Earnings	180-day BWP w/ COLA	0.640 Percent of Insured Earnings	180-day BWP w/o COLA	0.490 Percent of Insured Earnings
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