



2023 Short-Term Disability - ASO

Pinal County, a political
subdivision of the State of Arizona





Short-Term Disability

ELIGIBILITY - ALL ELIGIBLE EMPLOYEES

Eligibility Requirement	You must be actively working a minimum of 30 hours per week to be eligible for coverage.
Premium Payment	The premiums for this insurance are paid in full by the policyholder. There is no cost to you for this insurance.

BENEFITS

Elimination Period	If you become disabled, there is an elimination period before benefits are payable. Your benefits begin: <ul style="list-style-type: none">• On the 15th day of your disabling injury.• On the 15th day of your disabling illness.
Weekly Benefit	Your benefit is equivalent to 60% of your before-tax weekly earnings, not to exceed the plan's maximum weekly benefit amount less other income sources.
Maximum Benefit Period	Up to 24 weeks
Maximum Weekly Benefit	\$1,900
Minimum Weekly Benefit	None

Short-Term Disability

Group Paid Basis Report
G000BVVN - PINAL COUNTY A POLITICAL
Period: 2021/07 thru 2022/07
Run Date: 08/21/2022

Policy: GUG-0BVVN			
Eff Date: 07/01/2021			
Product: STD			
Year/Month	Enrollment	Premium	Claims
2021/07	1,957	\$53,162	\$2,430
2021/08	1,836	\$53,540	\$7,140
2021/09	1,895	\$51,919	\$18,687
2021/10	1,910	\$53,171	\$12,837
2021/11	1,899	\$53,271	\$17,379
2021/12	1,925	\$53,946	\$18,242
2022/01	1,914	\$53,916	\$13,921
2022/02	1,913	\$54,006	\$11,951
2022/03	1,890	\$43,678	\$12,030
2022/04	1,910	\$43,982	\$25,040
2022/05	1,898	\$44,101	\$29,130
2022/06	1,918	\$44,178	\$21,554
2022/07	1,932	\$44,316	\$13,885
Total:		\$647,184	\$204,227

Short-Term Disability

STD	Fully-Insured	Self-Funded	Comparison
<i>SCENARIO 1 – ACTUAL STD CLAIMS</i>			
PREMIUM – FIXED FEES	\$517,484*	\$67,720	
CLAIMS	INCLUDED ABOVE	\$190,342*	
TOTAL ANNUAL COST	\$517,484	\$258,062	-\$259,422 (-50.1%)
<i>SCENARIO 2 – 20% INCREASE IN STD CLAIMS</i>			
PREMIUM – FIXED FEES	\$517,484*	\$67,720	
CLAIMS	INCLUDED ABOVE	\$228,410	
TOTAL ANNAL COST	\$517,484	\$296,130.	-\$221,354 (-42.8%)
<i>SCENARIO 3 – 40% INCREASE IN STD CLAIMS</i>			
PREMIUM – FIXED FEES	\$517,484*	\$67,720	
CLAIMS	INCLUDED ABOVE	\$266,479	
	\$517,484	\$334,199	-\$183,285 (-35.4%)

*Actual premium and claims costs from 07/2021 through 02/2022, less the 20% premium reduction applied after March 1, plus actual premium from 03/2022 through 06/2022.

Short-Term Disability

BANKING ARRANGEMENTS

Mutual of Omaha will:

- Set up a plan benefit account in Mutual of Omaha's name on behalf of the customer.
- Request or initiate transfer of employer funds as needed to cover issued and/or anticipated benefit payments.
- Issue all benefit payments in the employer's name.
- Perform bank reconciliation.
- Pay bank account fees, not including account overdraft charges.

Pinal County is responsible for:

- Properly funding the plan benefit account with an initial funding amount of \$47,300 and continue to fund account as needed.
- Account overdraft charges.

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CLAIMS SERVICES

Mutual of Omaha will:

- Obtain verified claimant eligibility from the employer.
- Obtain objective medical information and records.
- Determine disability based on objective medical information and plan requirements.
- Obtain plan offset information, per plan requirements, and calculate benefits.
- Determine claim duration based on durational guidelines.

OTHER STANDARD SERVICES

Mutual of Omaha will:

- Provide a smooth transition of all claims extending beyond the STD duration when the LTD is a Mutual of Omaha group plan.
- Provide a toll-free customer service line.
- Provide a standard online reporting package to the employer.
- Offer flexible deduction capability from benefits (ex. FICA and FIT deductions).
- Prepare W-2s, but not report and pay taxes.
- Provide approval and denial letters.

Pinal County is responsible for:

Reporting and paying taxes.