

Benefits at a Glance – Long Term Disability (LTD) Plan Edmonton Police Service Senior Officers’ Association

Coverage	Benefit Description
Waiting Period	<ul style="list-style-type: none"> Permanent or probationary employees are eligible to participate in the Plan upon completion of 90 calendar days of continuous employment. If an employee is absent from work on the date they would have been eligible to participate in the Plan they are not eligible until they have returned to work for a period of at least 10 consecutive working days. If an employee is absent from work during the waiting period due to a personal disability for one complete pay period or more, then the waiting period is extended by the number of days absent. The employee may be required to undergo a medical assessment prior to joining the LTD Plan so that any pre-existing conditions might be documented. If an employee is absent from work during the waiting period due to a personal disability or approved leave of absence without pay for one complete pay period or more, then the waiting period is extended by the number of days absent.
Elimination Period	<ul style="list-style-type: none"> A member is eligible to receive LTD benefits once they have exhausted their benefits under the Short Term Disability Plan, unless the disability is recurring.
Eligibility for Benefits	<ul style="list-style-type: none"> The Plan Adjudicator (Great West Life) determines eligibility for LTD benefits including the member’s ability to perform alternative employment. A member who leaves the Edmonton area while in receipt of LTD benefits without obtaining prior approval from the City or the Plan Adjudicator will not be entitled to receive benefits for the period which the employee is outside of the Edmonton area.
Definition of Disability	<ul style="list-style-type: none"> For the first 24 months, LTD benefits will be paid if the member is completely unable to perform the duties of their regular position or alternative policing duties made available by the Edmonton Police Service. After 24 months, LTD benefits will continue to be paid only if the disability prevents a member from engaging in any occupation for compensation or profit for which the member is reasonably suited by reason of training, education and experience. This means an occupation which provides the member with minimum gross earnings equal to 50% of their regular rate of pay.
Maximum Benefit	<ul style="list-style-type: none"> \$6,000 per month
Taxability	<ul style="list-style-type: none"> The LTD benefit payment received by the member is <u>not</u> taxable.

Coverage	Benefit Description	
Benefit Amount	<u>Annualized Regular Rate of Pay</u>	<u>LTD Benefit</u>
	\$40,000.99 or less	55% of Annualized Regular Rate of Pay
	\$40,001 to \$50,000.99	54% of Annualized Regular Rate of Pay
	\$50,001 to \$60,000.99	53% of Annualized Regular Rate of Pay
	\$60,001 to \$65,000.99	52% of Annualized Regular Rate of Pay
	\$65,001 to \$70,000.99	51% of Annualized Regular Rate of Pay
\$70,001 or more	50% of Annualized Regular Rate of Pay	
Benefit Payment Adjustments	<ul style="list-style-type: none"> The LTD Advisory Board reviews the financial performance of the Plan on an annual basis. Depending on the financial position of the Plan, the Board may recommend a yearly adjustment to LTD benefit payments to the Plan Administrator. 	
Benefit Offsets (Reduction)	<ul style="list-style-type: none"> The LTD benefit amount is reduced by the amount the member may be entitled to receive from the following sources: <ul style="list-style-type: none"> Canada Pension Plan and/or Quebec Pension Plan disability payments, excluding disability benefits payable on behalf of the member's dependents monthly income payable as a result of the member's disability from any plan other disability benefits payable as a result of Provincial or Federal legislation monies received from the Crimes Compensation Board if related to the disability monies received from self-employment unless approved under the rehabilitation program 	
Benefit Duration	<ul style="list-style-type: none"> Benefits cease at the earliest of the date the member: <ul style="list-style-type: none"> reaches age 65; is no longer disabled; passes away; is laid-off (this does not apply to members who were eligible to receive LTD benefits prior to the notice of layoff and continues past the effective date); or is terminated (unless engaged in approved rehabilitative employment with another employer). 	
Rehabilitation Program	<ul style="list-style-type: none"> A member may be required to engage in rehabilitative employment and/or training during the first 24 months of receiving LTD benefits. Rehabilitative employment or training with the City may result in LTD benefits being reduced to 50% of the amount by which the member's pre-disability bi-weekly rate of pay exceeds the regular rate of pay of any alternative employment and/or training. Rehabilitative employment or training with an employer other than the City may result in LTD benefits being reduced to 50% of the amount by which the member's pre-disability bi-weekly rate of pay exceeds the average bi-weekly income from the outside employment. In no case will the resulting amounts be less than the LTD benefit being received prior to the alternative employment, nor greater than the member's pre-disability regular rate of pay (adjusted by any negotiated increases). 	

Coverage	Benefit Description
Recurring Disability	<ul style="list-style-type: none"> • Successive periods of disability after the member returns to work for the City, separated by less than 180 calendar days due to causes related to the earlier disability will result in the immediate re-commencement of LTD benefits. The benefit will be based on the regular rate of pay on the date the second period of disability began provided the second period of disability covers 10 working days or more and is not fully covered by the Short Term Disability Plan. • Successive periods of disability after the member returns to work for the City, separated by less than 30 calendar days due to causes unrelated to the earlier disability will result in the immediate re-commencement of LTD benefits. The benefit will be based on the regular rate of pay on the date the second period of disability began provided the second period of disability is not fully covered by the Short Term Disability Plan.
Limitations and Exclusions	<ul style="list-style-type: none"> • LTD benefits will not be paid during any period, which the member is not under the care of a legally licensed physician or psychiatrist. • The member must obtain approval from the Plan Adjudicator (Great West Life) if the physician is not licensed to practice medicine in Canada. • The member will not be eligible to receive LTD benefits if the member received treatment or was prescribed drugs 180 days prior to participating in the LTD Plan for a disability that commenced during the first 12 months of participation in the Plan.

The Long Term Disability Plan is not provided through a contract of insurance. For this Plan, the benefits are payable from premiums, interest or investment earnings, reserves and an excess of revenue over expenditures.

This summary provides general information only. The terms and conditions of the collective agreement take precedence.

January 2016

