

Anthem VRS Hybrid Short Term Disability Example

(Under 5 years of service at MCPS)

If your leave is approved by Anthem Hybrid Short Term Disability, MCPS will pay you 60% of your salary automatically after the initial 7 day waiting period. The remaining 40% can be supplemented with your leave to equal 100% of your usual monthly pay.

For example, if you were to have a child on September 8th, the 9th-13th would be taken from your sick leave at full value (5 days). Beginning Sept. 16th, (if approved), you would only have to use your leave at 40%. So for Sept. 16 – 20, 5 days at 40% would be 2 days taken from your sick leave, instead of 5 without the short term disability. This benefit continues through the benefit approved date provided by Anthem Hybrid Short Term Disability. For maternity leave, the benefit period usually lasts 6-8 weeks (including the waiting period) depending on the type of delivery.

So for the time mentioned above, starting September 8th through the 30th, you would use 9.4 total days of sick leave with this benefit instead of 16 days without the benefit. Again, if approved, the benefit would continue for a total of 6-8 weeks depending on your delivery. After the benefit period ends, you will resume using your leave at full day values as usual.

September 2019

Sun	Mon	Tue	Wed	Thu	Fri	Sat	7
	1	2	3	4	5	6	
					Last Day Worked		
	Birth of Child						
			← Waiting Period → Leave taken at full value (5 days)				
	Benefit Start Date						
		1	2	3	4	5	
	22	23	24	25	26	27	28
		6	7	8	9	10	
	29	30	For the benefit period from Sept. 16-20, 11 days at 40% = 4.4 leave days used				
		11					

For the total month of September, leave usage would equal 9.4 days

Anthem VRS Hybrid Short Term Disability Example

(5 years or more of service at MCPS)

If you have at least 5 years of continued service with MCPS, your paid approved benefit of 60% increases to 100%. See chart below. If you have any questions regarding Hybrid leave benefits, please contact Payroll, Emily Cox, for further information regarding your leave benefit if approved.

Group short term disability weekly benefit amount:

Non-work related disability

Months of continuous service	Work days @ 100% of Weekly Earnings	Work days @ 80% of Weekly Earnings	Work days @ 60% of Weekly Earnings
0 – 12 months	0	0	0
13 – 59 months	0	0	125
60 - 119 months	25	25	75
120 - 179 months	25	50	50
180 months or more	25	75	25