



FMLA & SDI/LTD

(typical, uncomplicated, own medical leave)

JOB PROTECTION

FMLA

Family Medical Leave Act

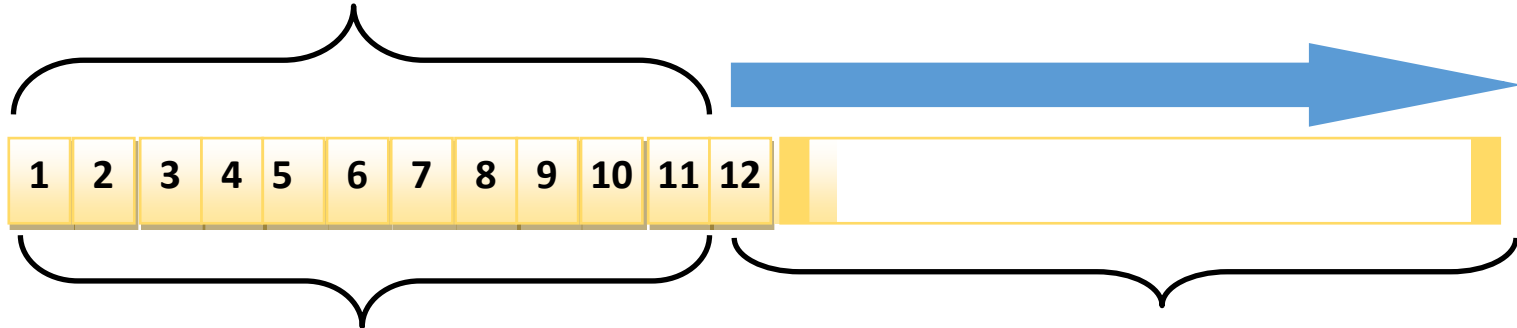
- Up to 12 weeks of unpaid, job-protected leave (runs concurrently with Parental leave/WC)

Department Leave

City Policy

- Up to 30 days 3 times per year, job-protected leave, case-by case.

WEEKS



WAGE REPLACEMENT

Short-Term Disability

DIS-Short Term Disability/City Plan

- Employee submit claim directly to DIS
- Payment coordinated between Benefits Team/Payroll
- Waiting period may have to be met, depending on condition
- Payment based on your years of service
- Employee must be on active status when submitting claim

Long-Term Disability

Aetna Long-Term Disability/City Plan

- Employee submit claim directly to Aetna
- If approved, payment will go directly to employee from Aetna.
- Employee will need to be active when applying for LTD (excluding Firefighters)