

2022 Optional Long-Term Disability (LTD) Rates

You pay your share of the cost on an after-tax basis. Contributions are per pay period, deducted 26 times per year.

Regular and part-time employees

	Age 0 – 24	Age 25 – 29	Age 30 – 34	Age 35 – 39	Age 40 – 44	Age 45 – 49	Age 50 – 54	Age 55 – 59	Age 60 – 64	Age 65+
Rate per pay period	\$0.005	\$0.009	\$0.014	\$0.023	\$0.037	\$0.061	\$0.098	\$0.125	\$0.138	\$0.119

Calculate your Optional LTD cost per pay period

Example of employee age 35

1	Your annual covered pay ¹	=	
2	Divide by \$100	/100	=
3	Divide by 12 months	/12	=
4	Multiply by cost from chart above	x	=
			Per pay period

=	\$35,000
=	\$350
=	\$29.17
=	\$0.67

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¹ Covered pay generally includes base salary plus eligible certified incentive compensation. Certain mortgage and commission (Variable Incentive Compensation) employees have alternative definitions of covered pay for the purposes of determining LTD coverage. See the *Benefits Book* for details.

If you have an outstanding balance that is past due, an additional contribution of up to the same per-pay-period amount as your current coverage will be deducted from your pay until your outstanding past-due balance is zero. If you are no longer enrolled in coverage, a flat amount of up to \$125 per pay period will be deducted from your pay until your outstanding past-due balance is zero. If you are on a leave of absence, you may be billed directly. For more information, see Chapter 1 and Appendix D of the *Benefits Book*.