



# SHORT TERM DISABILITY

**EMPLOYER-PROVIDED SHORT-TERM DISABILITY (STD) INSURANCE** pays a percentage of all full-time employee's salaries (excluding sworn public safety employees) for a specified amount of time if they fall ill or get injured and cannot perform the duties of their job. If you or your medical provider anticipate an illness or disability will keep you off of work for more than 30 days, you will need to submit a request for Short Term Disability to your supervisor, along with your FMLA forms.

**If approved by SIHO, STD is effective after the seventh (7th) day off of work.**

STD lasts up to thirteen (13) weeks from the date the employee becomes disabled. The basic STD benefit is sixty percent (60%) of the base bi-weekly gross wage, before taxes and insurance. Remember that there is a seven (7) day elimination period in which you can use accrued leave to ensure that you stay in a paid status. Assuming FMLA eligibility requirements are met, FMLA runs concurrently with any disability designation.

**For more information on Short Term Disability, please visit**

[www.columbus.in.gov/careers/2019-employee-benefits](http://www.columbus.in.gov/careers/2019-employee-benefits)

or email

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