

Please be advised that this MetLife Long-Term Disability certificate of coverage applies to Officers who were not actively at work on April 1, 2017.

If you were actively at work on April 1, 2017, please refer to the Cigna Long-Term Disability certificate of coverage for plan provisions.



Columbia University Long-Term Disability Plan

	Basic LTD Plan	Optional LTD Plan
LTD Benefit	First 6 months: 66.67% of the Annual Benefits Salary;* 60% thereafter, up to the monthly maximum	First 6 months: 66.67% of the Annual Benefits Salary;* 60% thereafter, up to the monthly maximum
Monthly Maximum	\$5,000	\$15,000
COLA	No	3% every January 1st after 12 months of disability benefits
Retirement Contribution**	Yes	Yes
Conversion Option	Yes	Yes
Cost	Paid by Columbia	\$.216 per \$100 of your monthly covered earnings
Taxation***	See Below	See Below

Benefit Examples

Basic LTD

Annual Base Pay	Monthly Pay	LTD Benefit (after 6 months)	% of Predisability Income
\$40,000	\$3,333	\$2,000	60%
\$80,000	\$6,667	\$4,000	60%
\$120,000	\$10,000	\$5,000	50%
\$160,000	\$13,333	\$5,000	38%
\$200,000	\$16,667	\$5,000	30%
\$300,000	\$25,000	\$5,000	20%

Optional LTD

Annual Base Pay	Monthly Pay	LTD Benefit (after 6 months)	% of Predisability Income
\$40,000	\$3,333	\$2,000	60%
\$80,000	\$6,667	\$4,000	60%
\$120,000	\$10,000	\$6,000	60%
\$160,000	\$13,333	\$8,000	60%
\$200,000	\$16,667	\$10,000	60%
\$300,000	\$25,000	\$15,000	60%

* Annual Benefits Salary is the greater of your gross earnings of the prior fiscal year ending June 30, or your annual base rate as of July 1 of the prior calendar year. Annual Benefits Salary excludes any Housing Allowance.

** Contributions to the University Retirement Plan commence when you reach Total & Permanent disability (for any occupation) as determined by MetLife.

***Columbia University pays the premium for the basic LTD plan. Therefore, the monthly basic LTD benefit you receive is fully taxable. The optional LTD plan is paid for with after-tax dollars. Therefore, the monthly optional LTD benefit is not taxed if you become disabled.