

**Short-Term Disability Plan (STD Plan) Rebate
Frequently Asked Questions
2013**

1. WHY IS MARICOPA COUNTY ISSUING AN STD PLAN REBATE?

The Maricopa County STD Plan is an entirely employee-funded benefit. For Plan Years 2008 to 2011, claims paid were below budgeted expectations which resulted in a surplus. As a result, an STD Plan rebate will be issued to participants who contributed to the Plan.

2. WHO QUALIFIES FOR THE STD PLAN REBATE?

Those who contributed to the STD Plan during Plan Years 2008 to 2011 will be rebated a portion of the premium they paid while enrolled in this benefit. The rebates will be paid to both active and former employees, regardless of whether they used the benefit due to an injury or illness. Letters will be mailed to eligible participants' home address on file.

3. HOW IS THE AMOUNT OF THE STD PLAN REBATE BEING CALCULATED?

The amount participants will receive is a share of the total surplus based on the premiums they paid in proportion to the total premiums paid each year during Plan Years 2008 to 2011.

4. WHEN WILL THE STD PLAN REBATE BE ISSUED?

Active employees, including those on leave, will be issued the rebate on their August 28, 2013 paycheck, and the earnings description on their paycheck will state "STD Rebate". Former employees will be sent a rebate check to their home address on file in September.

5. WHAT HAPPENS TO MY STD PLAN REBATE IF I OWE MONEY TO THE COUNTY OR TO THE BENEFITS TRUST?

If you are eligible for the STD Plan rebate but have an outstanding debt owed to the County or to the Benefits Trust, the outstanding debt will be collected first. If there are any monies left after the debt has been paid in full, you will be issued the remainder in an STD Plan rebate.

6. WILL THE STD PLAN REBATE BE ISSUED IN ONE LUMP SUM?

Yes. The rebate will be issued as a single lump-sum distribution.

7. IS THE STD PLAN REBATE SUBJECT TO TAXATION?

The STD Plan rebate is not subject to payroll or income taxes as STD Plan premiums are after-tax deductions.

8. HOW WILL THE STD PLAN REBATE AMOUNT BE REFLECTED ON MY W2 FORM?

The STD Plan rebate will not be included on your 2013 W2 form.

9. WHY IS THE BENEFITS OFFICE ONLY GOING BACK TO 2008 TO CALCULATE THE STD PLAN REBATE?

Surpluses were not generated prior to Plan Year 2008 or after 2011.

10. IF I'VE PARTICIPATED IN THE STD PLAN IN THE PAST BUT AM NOT CURRENTLY DOING SO, AM I STILL ELIGIBLE FOR A REBATE?

Participants are eligible for a rebate if they were enrolled in the STD plan and paid premiums at any time between Plan Years 2008 to 2011.

11. IF I USED STD BENEFITS DUE TO AN INJURY OR ILLNESS, AM I STILL ELIGIBLE FOR A REFUND?

Yes. If you received STD benefits you are still eligible for a rebate of a portion of the premiums paid during Plan Years 2008 to 2011.

12. WHERE DO I FIND INFORMATION INDICATING THAT I CONTRIBUTED TO THE STD PLAN BENEFIT FOR PLAN YEARS 2008 TO 2011?

Refer to your pay statements for that period of time.

13. TO WHOM WILL THE STD PLAN REBATE BE ISSUED IN THE EVENT THAT THE ELIGIBLE PARTICIPANT IS NOW DECEASED?

A check will be sent to the person to whom the employee's final check was issued.

14. WHAT HAPPENS IF MY STD PLAN REBATE CHECK IS RETURNED TO THE COUNTY DUE TO INSUFFICIENT ADDRESS OR NO FORWARDING ADDRESS?

STD Plan rebate checks that are undeliverable will be returned to the Maricopa County Payroll Department. The Payroll Department can be reached at (602) 506-3519.

Note: The Payroll Department cannot assist you with any other questions regarding the STD Plan rebate.

15. WHO SHOULD I CONTACT WITH QUESTIONS ABOUT MY STD PLAN REBATE?

For questions regarding the STD Plan rebate, contact the Maricopa County Employee Benefits Division at (602) 506-1010, press option 2, and then press 2 again.