

Disability Benefits Comparison - Management

SDI Benefits Summary (Short-Term Disability)	Cigna Benefits Summary (Long-Term Disability)
<p>SDI is a <u>mandatory</u> EMPLOYEE paid benefit.</p> <ul style="list-style-type: none"> • Maximum Benefit: 55% of pay, up to \$4,381 per month. • Waiting Period: 7 days for SDI benefits and 14 days for PFL benefits. • Disability Coverage: Up to 1 year of income replacement for SDI. • Paid Family Leave: Up to 6 weeks of income replacement. • You may integrate paid time off with SDI or PFL benefits to approximate your full base pay. <p><u>Employee Cost:</u></p> <ul style="list-style-type: none"> • <u>Biweekly Cost to Employee:</u> 1% of gross pay up to a maximum of \$38.36 biweekly (Example - If your bi-weekly pay is \$1,362, your cost will be \$13.62). <p>For more information about the SDI program, click here.</p>	<p>Cigna is currently an EMPLOYER paid benefit.</p> <ul style="list-style-type: none"> • Maximum Benefit: 60% of gross pay, up to \$2,666 per month • Waiting Period: 90 days • Disability Coverage: Up to 5 years of income replacement. • Paid Family Leave: None – benefits are only for the employee’s disability • You may <u>not</u> integrate this benefit with your paid leave hours. <p><u>Employee Cost:</u></p> <ul style="list-style-type: none"> • <u>Biweekly Cost to Employee:</u> Premiums paid by the County of Fresno <p>For more information on the Cigna policy, click here.</p>