

## SHORT TERM DISABILITY INFORMATION

Short Term Disability (STD) benefit begins:

- 1<sup>st</sup> day of Hospitalization (for 24 hours of more);
- 1<sup>st</sup> day of Total Disability due to Accidental Injury; or
- 15<sup>th</sup> day of Total Disability due to Sickness. (8<sup>th</sup> day for POAM & POLC units)

**PLEASE MAKE SURE YOUR DEPARTMENT HEAD/SUPERVISOR IS AWARE OF YOUR TIME OFF UNDER SHORT TERM DISABILITY and keep them informed on your return to work status.**

### Group Short-Term Disability Statement of Employee

Employee to complete this form and return to the Administrator's Office.

### Authorization For Release of Information

Employee to complete this form and return to the Administrator's Office.

### Employer's Report of Claim

Administrator's Office will complete this form.

### Attending Physician's Statement

Doctor to complete this form.

Please send completed forms to:  
Lenawee County Administrator's Office  
Bev Kampmueller, HR Coordinator  
301 N. Main Street  
Adrian, MI 49221  
[Bev.kampmueller@lenawee.mi.us](mailto:Bev.kampmueller@lenawee.mi.us)  
Phone: 517-264-4510  
Fax: 517-264-4512

## ALL FORMS MUST BE RETURNED TO THE ADMINISTRATOR'S OFFICE

Lenawee County requires any accrued paid leave to be used BEFORE any unpaid leave. Paid leave is required to be used DURING any elimination period. Once the STD benefit begins, the employee may choose to supplement their benefit with any remaining paid leave.

If any overpayments are made during the period of STD due to use of paid leave or time entry error, an adjustment will be made upon the employee's return to work. An employee CAN NOT be paid from paid leave and STD for the same period to exceed 100% of their base pay.

Any overpayments made from Lincoln Financial Group will be communicated through letter by Lincoln Financial Group.

Approval and payments for STD claims are reviewed and processed by Lincoln Financial Group on an individual basis. **EVERY CLAIM IS DIFFERENT.** Upon approval of claim, checks will be sent to the County Administrator's Office prior to being sent to the individual unless direct deposit is indicated on the Group Short-Term Disability Statement of Employee. Please allow approximately 2-3 weeks for the first check to be processed.

Please refer to your applicable non-union personnel handbook, labor agreement and/or insurance certificate for further information regarding this benefit. Please also refer to your applicable handbook/agreement regarding the continuation of your other benefits while on leave.

Lenawee County will recognize any short term disability claim as FMLA eligible.

**Employee health insurance contributions remain active while the employee is off on Short Term Disability. It is the employee's responsibility to make payment arrangements.** Any amount due will be deducted from the first pay check when the employee returns to work.



**GROUP SHORT-TERM DISABILITY STATEMENT OF EMPLOYEE**

|  |          |   |   |                                     |          |
|--|----------|---|---|-------------------------------------|----------|
| 1. Full Name (last, first, middle initial)   |          | 2. Social Security Number   |   | 3. Phone Number (include area code) |          |
| 4. Street Address & Mailing Address  |          |   | 5. City   |                                     | 6. State |
| 7. Zip Code  |          |   | 8. Please provide us with your e-mail address:<br>May we contact you via e-mail? <input type="checkbox"/> Yes <input type="checkbox"/> No               |                                     |          |
| 9. Date of Birth<br>/ /  |          |   | 10. Date Last Worked:<br>Date of Disability:  |                                     |          |
| 11. Gender<br><input type="checkbox"/> Male <input type="checkbox"/> Female  |          | 12. Hospital Confined <input type="checkbox"/> Yes <input type="checkbox"/> No<br>Dates of confinement: |   |                                     |          |
| 13. Have you ever had the same or similar condition in the past?<br><input type="checkbox"/> Yes <input type="checkbox"/> No If "Yes" provide dates:   |          |   | 14. Is your disability due to a:<br><input type="checkbox"/> Sickness <input type="checkbox"/> Injury <input type="checkbox"/> Other<br>Date of Injury: |                                     |          |
| 14a. Please describe your Sickness or how your Injury occurred:  |          |   | Height:   |                                     | Weight:  |
| 15. I returned to work part-time on:<br>I returned to work full-time on:   |          |   |   |                                     |          |
| 16. Is your disability due to your occupation? <input type="checkbox"/> Yes <input type="checkbox"/> No If "Yes" explain in 14a<br>Have you or do you intend to file a Workers Compensation Claim? <input type="checkbox"/> Yes <input type="checkbox"/> No                        |          |   |   |                                     |          |
| 17. Treated by: (on another piece of paper, provide names & addresses of all doctors who have treated you for this disability).<br>Doctor: _____<br>Phone Number: _____ Specialty: _____<br>Address: _____   |          |   |   |                                     |          |
| 18. If approved, should Lincoln National Life Insurance Co withhold Federal Income Taxes from your Benefits? <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If yes, how much should be withheld each week? (minimum is \$20.00 per week) _____                        |          |   |   |                                     |          |
| 19. Describe other income you are receiving, have applied for, or will be applying for (check all that apply):   |          |   |   |                                     |          |
|  | Amount   | Date Began  | Date Will Terminate   | Date Applied For                    |          |
| <input type="checkbox"/> Social Security (Disability Retirement)   | \$ _____ | _____   | _____   | _____                               |          |
| <input type="checkbox"/> Salary Continuance or State Disability Benefits   | \$ _____ | _____   | _____   | _____                               |          |
| <input type="checkbox"/> Workers' Compensation   | \$ _____ | _____   | _____   | _____                               |          |
| <input type="checkbox"/> Other income related to your disability   | \$ _____ | _____   | _____   | _____                               |          |
| 20. The above statements are true and complete to the best of my knowledge and belief. I have read and understand the attached Fraud Warning Statements. I have completed and attached the Authorization for Release of Information.<br><br>Signature of Employee _____ Date _____ |          |   |   |                                     |          |
| 21. Payment Method<br><input type="checkbox"/> Direct Deposit<br>Financial Institution's Name: _____<br>Type of Account <input type="checkbox"/> Checking<br>Bank/Routing Number: _____<br>Checking Account Number: _____  |          |   |   |                                     |          |

**(BENEFITS MAY BE DELAYED IF CLAIM FORM IS NOT FULLY COMPLETED)**

**Please sign this page and the authorization on page two of this form to avoid delays in processing**

**(PLEASE see FRAUD NOTICES attached)**



**AUTHORIZATION FOR RELEASE OF INFORMATION**

1. **I (the undersigned) authorize** any physician, medical professional, pharmacist or other provider of health care services, hospital, clinic, other medical or medically related facility; insurance or reinsurance company; government agency; department of labor; acquaintance; group policyholder; employer; or policy or benefit plan administrator to release information from the records of:

Claimant/Patient Name: \_\_\_\_\_  
(Last) (First) (Middle)

Date of Birth: \_\_\_\_\_ Social Security Number: \_\_\_\_\_

2. Information to be released:

- data or records regarding my medical history, treatment, prescriptions, consultations [including medical and psychological reports, records, charts, notes (excluding psychotherapy notes), x-rays, films or correspondence, and any medical condition I may now have or have had];
- any information regarding insurance coverage; and
- any information, data or records regarding my activities (including records relating to my Social Security, Workers' Compensation, Retirement Income, financial, earnings and employment history).

3. Information to be released to: The Lincoln National Life Insurance Company  
PO Box 2609  
Omaha, NE 68103-2609

4. I understand the information obtained by use of this Authorization will be used by The Lincoln National Life Insurance Company ("Company") to evaluate my claim for disability benefits. The Company will only release such information:

- to its reinsurer, or other persons or organizations performing business or legal services in connection with my claim(s); or
- to a vendor, approved by the company, which specializes in the application for Social Security Disability Benefits
- to vendors/consultants providing the claimant with wellness, disability or leave related services as part of an employer sponsored benefit plan
- to the employer for self-insured disability plans; or
- as otherwise may be required by law or as I may further authorize.

I further understand that refusal to sign this Authorization may result in the denial of benefits.

5. I understand the information used or disclosed may be subject to re-disclosure by the recipient and may no longer be protected by the federal HIPAA Privacy Rule. For Colorado claims, the disclosed information may not be redisclosed or reused by the recipient under Colorado law.

6. I understand that I may revoke this Authorization in writing at any time, except to the extent:

1. the Company has taken action in reliance on this Authorization; or
2. the Company is using this Authorization in connection with a contestable claim.

If written revocation is not received, this Authorization will be considered valid for a period of time not to exceed 24 months from the date of my signature below. To initiate revocation of this Authorization, direct all correspondence to the Company at the above address.

7. A photocopy of this Authorization is to be considered as valid as the original.

8. I understand I am entitled to receive a copy of this Authorization.

**SIGNATURE:** \_\_\_\_\_ **DATE:** \_\_\_\_\_

Claimant/legal representative (Nearest relative, legal guardian, or appointed representative to sign only if claimant/patient is a minor, legally incompetent, or deceased.) Power of attorney or guardianship must be attached.

**PRINT NAME:** \_\_\_\_\_

Relationship to Claimant/Patient of personal/legal representative signing for Claimant/Patient: \_\_\_\_\_

**ADDRESS:** \_\_\_\_\_ **PHONE NO:** \_\_\_\_\_  
(Street)

\_\_\_\_\_  
(City) (State) (Zip Code)

**EMPLOYER'S REPORT OF CLAIM (TO BE COMPLETED BY EMPLOYER)**

Please submit a copy of this employee's complete Job Description with this claim form.

Please submit a copy of this employee's enrollment statement with this claim.

(PLEASE see FRAUD NOTICES attached)

|  |  |                                       |
|--|--|---------------------------------------|
| 1. Full Name (last, first, middle initial)   |  | 2. Social Security Number             |
| 3. Occupation of Employee/Claimant   | 4. Insurance Class   | 5. Employee Date of Hire              |
| 6. Date Insured  | 7. Date Employee was last present at work<br>On that day, did employee work a full day? <input type="checkbox"/> Yes <input type="checkbox"/> No |                                       |
| 8. Employee's Basic <u>Weekly</u> Earnings   | 9. Returned to Work?<br><input type="checkbox"/> Full-time <input type="checkbox"/> Part-time Date: _____  |                                       |
| 10. Information needed for withholding and reporting taxes<br>Does employee contribute post-tax dollars toward the premium? <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If yes, what percent is paid by the employee? _____%<br>If you leave this section blank, we will assume it is 100% employer contribution and calculate FICA taxes accordingly. |  |                                       |
| 11. What was the employee's regular scheduled work week? _____ hours per week _____ hours per day  |  |                                       |
| 12. Is the claim due to your employee's occupation: <input type="checkbox"/> Yes <input type="checkbox"/> No   |  |                                       |
| 13. Has a claim been filed with Workers' Compensation? <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If yes, send initial report of illness or injury and award/denial notice.<br>Name, address and telephone number of your compensation carrier _____<br>Name, address and telephone number of your medical insurance carrier _____                    |  |                                       |
| 14. Is the employee receiving or has he/she received continued pay? <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If yes, complete the following:<br>Pay Period: _____ Amount: _____ Source of Income: _____   |  |                                       |
| 15. Can job be modified to fit accommodations?   |  |                                       |
| 16. Physical Requirements (Include Job Description)  |  |                                       |
| Employer's Name & Address (or name of policyholder, if other) Lenawee County   | Telephone Number (Include Area Code and Extension)   | Group Policy Number & Division Number |
| E-mail address   |  | Fax Number (Include Area Code)        |
| The above Statements are true and complete to the best of my knowledge and belief. I have read and understand the attached Fraud Warning Statements.   |  |                                       |
| Signature of Person Completing this form and Title   |  | Date                                  |
| Print Name of Person Completing this form and Title  |  | E-mail address                        |

**ATTENDING PHYSICIAN'S STATEMENT**

|  |  |   |                                  |
|--|--|---|----------------------------------|
| 1. Name of Patient   |  | 2. Social Security Number                       | 3. Employer Name                 |
| 4. When did symptoms first appear or accident happen?  |  | 5. Date you believe patient was unable to work? |                                  |
| 6. Diagnosis (including complications)   |  | 7. Subjective symptoms                          |                                  |
| 8. Objective findings (Including current x-rays, EKG's, laboratory data and any clinical findings)   |  |   | Height                           |
|  |  |   | Weight                           |
| 9. List of Restrictions & Limitations  |  |   |                                  |
| 10. Nature of treatment (Including surgery and medications prescribed, if any).  |  |   |                                  |
| 11. Has patient ever had same or similar condition? <input type="checkbox"/> Yes <input type="checkbox"/> No If "Yes" provide dates.   |  |   |                                  |
| 12. Do you consider this condition to be due to your patient's employment? <input type="checkbox"/> Yes <input type="checkbox"/> No  |  |   |                                  |
| 13. If pregnancy, estimated date of delivery:<br>Actual date of delivery:  |  | 14. Date first treated                          | 15. Date of last visit/treatment |
| 16. Has patient been hospital confined? <input type="checkbox"/> Yes <input type="checkbox"/> No<br>If "Yes" give name of hospital.  |  | Confined from: _____ to _____                   |                                  |
| 17. Has surgery been scheduled or performed? <input type="checkbox"/> Yes <input type="checkbox"/> No If "Yes" date of surgery:<br>Type of surgery scheduled:  |  |   |                                  |
| 18. Prognosis and Rehabilitation:<br>a. When do you think your patient will be able to return to work in their occupation?<br>b. When could trial employment commence? <input type="checkbox"/> Full-time <input type="checkbox"/> Part-time<br>Please submit clinical documentation to support your decision. |  |   |                                  |
| Print Name (Attending Physician)   |  | Specialty                                       | Telephone (Include Area Code)    |
| Street Address/City or Town/State or Providence/Zip Code   |  |   |                                  |
| The above Statements are true and complete to the best of my knowledge and belief. I have read and understand the attached Fraud Warning Statements.   |  |   |                                  |
| Signature (Attending Physician) No stamps please   |  | Date  | Fax Number (Include Area Code)   |

**THE LINCOLN NATIONAL LIFE INSURANCE COMPANY IS NOT RESPONSIBLE FOR CHARGES INCURRED DUE TO COMPLETION OF THIS FORM. THE PATIENT IS RESPONSIBLE FOR ANY CHARGES ASSOCIATED WITH FORM COMPLETION.**

**FRAUD NOTICES. For your protection, certain states require that the following notices appear on this form.**

**Alaska.** A person who knowingly and with intent to injure, defraud, or deceive an insurance company files a claim containing false, incomplete or misleading information may be prosecuted under state law.

**Arizona.** For your protection Arizona law requires the following statement to appear on this form. Any person who knowingly presents a false or fraudulent claim for payment of a loss is subject to criminal and civil penalties.

**Arkansas, Louisiana, Rhode Island and West Virginia.** Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

**California.** For your protection California law requires the following to appear on this form: Any person who knowingly presents a false or fraudulent claim for the payment of a loss is guilty of a crime and may be subject to fines and confinement in state prison.

**Colorado.** It is unlawful to knowingly provide false, incomplete, or misleading facts or information to an insurance company for the purpose of defrauding or attempting to defraud the company. Penalties may include imprisonment, fines, denial of insurance and civil damages. Any insurance company or agent of an insurance company who knowingly provides false, incomplete, or misleading facts or information to a policyholder or claimant for the purpose of defrauding or attempting to defraud the policyholder or claimant with regard to a settlement or award payable from insurance proceeds shall be reported to the Colorado Division of Insurance within the Department of Regulatory Agencies.

**Delaware.** Any person who knowingly, and with intent to injure, defraud or deceive any insurer, files a statement of claim containing any false, incomplete or misleading information is guilty of a felony.

**District of Columbia.** It is a crime to provide false or misleading information to an insurer for the purpose of defrauding the insurer or any other person. Penalties include imprisonment and/or fines. In addition, an insurer may deny insurance benefits if false information materially related to a claim was provided by the applicant.

**Florida.** Any person who knowingly and with intent to injure, defraud, or deceive any insurer files a statement of claim or application containing any false, incomplete, or misleading information is guilty of a felony of the third degree.

**Idaho.** Any person who knowingly, and with intent to defraud or deceive any insurance company, files a statement or claim containing any false, incomplete or misleading information is guilty of a felony.

**Indiana.** A person who knowingly and with intent to defraud an insurer files a statement of claim containing any false, incomplete, or misleading information commits a felony.

**Kentucky.** Any person who knowingly and with intent to defraud any insurance company or other person files a statement of claim containing any materially false information or conceals, for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime.

**Maine.** It is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purpose of defrauding the company. Penalties may include imprisonment, fines or a denial of insurance benefits.

**Maryland.** Any person who knowingly and willfully presents a false or fraudulent claim for payment of a loss or benefit or knowingly and willfully presents false information in an application for insurance is guilty of a crime and may be subject to fines and confinement in prison.

**Minnesota.** A person who files a claim with intent to defraud or helps commit a fraud against an insurer is guilty of a crime.

**New Hampshire.** Any person who, with a purpose to injure, defraud or deceive any insurance company, files a statement of claim containing any false, incomplete or misleading information is subject to prosecution and punishment for insurance fraud, as provided in RSA 638:20.

**New Jersey.** Any person who knowingly files a statement of claim containing any false or misleading information is subject to criminal and civil penalties.

**New Mexico.** Any person who knowingly presents a false or fraudulent claim for payment of a loss or benefit or knowingly presents false information in an application for insurance is guilty of a crime and may be subject to civil fines and criminal penalties.

**New York.** Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subject to a civil penalty not to exceed five thousand dollars and the stated value of the claim for each such violation.

**Ohio.** Any person who, with intent to defraud or knowing that he is facilitating a fraud against an insurer, submits an application or files a claim containing a false or deceptive statement is guilty of insurance fraud.

**Oklahoma.** Any person who knowingly, and with intent to injure, defraud or deceive any insurer, makes any claim for the proceeds of an insurance policy containing any false, incomplete or misleading information is guilty of a felony.

**Oregon.** Any person who knowingly and with intent to defraud any insurance company or other person: (1) files an application for insurance or statement of claim containing any materially false information; or, (2) conceals for the purpose of misleading, information concerning any material fact, may have committed a fraudulent insurance act.

**Pennsylvania.** Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

**Puerto Rico.** Any person who knowingly and with the intention of defrauding presents false information in an insurance application, or presents, helps, or causes the presentation of a fraudulent claim for the payment of a loss or any other benefit, or presents more than one claim for the same damage or loss, shall incur a felony and, upon conviction, shall be sanctioned for each violation with the penalty of a fine of not less than five thousand dollars (\$5,000) and not more than ten thousand dollars (\$10,000), or a fixed term of imprisonment for three (3) years, or both penalties. Should aggravating circumstances are present, the penalty thus established may be increased to a maximum of five (5) years, if extenuating circumstances are present, it may be reduced to a minimum of two (2) years.

**Tennessee and Washington.** It is a crime to knowingly provide false, incomplete or misleading information to an insurance company for the purpose of defrauding the company. Penalties include imprisonment, fines and denial of insurance benefits.

**Texas.** Any person who knowingly presents a false or fraudulent claim for the payment of a loss is guilty of a crime and may be subject to fines and confinement in state prison.

**FOR ALL OTHER STATES EXCLUDING CONNECTICUT, KANSAS, AND VIRGINIA.** A person may be committing insurance fraud, if he or she submits an application or claim containing a false or deceptive statement with intent to defraud (or knowing that he or she is helping to defraud) an insurance company.