

How do I calculate the cost of the Bi-weekly Short Term Disability (STD)

In order to calculate the employee STD portion, you first have to calculate the combined employee/employer (EE/ER) portion of the cost and then subtract the employer portion of the cost.

Formula for 70% Buy-up (EE/ER Combined):

Annual Salary / 52 = Weekly Salary

Weekly Salary x .70 (70% of Salary) = Weekly Benefit

Weekly Benefit / 10 = Number units (Weekly Benefit on per \$10 Basis)

Number units X \$0.37 = Total EE/ER Monthly Premium (EE/ER Combined)

Formula for Employer (ER) Portion:

Annual Salary / 52 = Weekly Salary

Weekly Salary x .60 (60% of Salary) = Weekly Benefit

Weekly Benefit / 10 = Number units (Weekly Benefit on Per \$10 Basis)

Number units X \$0.22 = Total ER Monthly Premium (ER Portion Only)

Employee Cost = Total EE/ER Monthly Premium - Total ER Monthly Premium

Example: Employee earning \$26,000 annually elects to purchase additional Short Term Disability

EE/ER Combined:

$\$26,000 / 52 = \500 Weekly Salary

$\$500 \times .70 = \350 Weekly Benefit

$\$350 / 10 = 35$

$35 \times \$0.37 = \12.95 premium per month

ER Portion:

$\$26,000 / 52 = \500 Weekly Salary

$\$500 \times .60 = \300 Weekly Benefit

$\$300 / 10 = 30$

$30 \times \$0.22 = \6.60 Premium Per Month

Employee (EE) Cost:

$\$12.95 - \$6.60 = \$6.35$ Per month or $\$2.93$ per Bi-weekly paycheck for 70% STD Coverage

Bi-Weekly STD Buy Up Rates by Annual Salary

Annual Salary	Bi-Weekly Deduction
\$20,000	\$2.25
\$21,000	\$2.37
\$22,000	\$2.48
\$23,000	\$2.59
\$24,000	\$2.71
\$25,000	\$2.82
\$26,000	\$2.93
\$27,000	\$3.04
\$28,000	\$3.16
\$29,000	\$3.27
\$30,000	\$3.38
\$31,000	\$3.49
\$32,000	\$3.61
\$33,000	\$3.72
\$34,000	\$3.83
\$35,000	\$3.95
\$36,000	\$4.06
\$37,000	\$4.17
\$38,000	\$4.28
\$39,000	\$4.40
\$40,000	\$4.51
\$41,000	\$4.62
\$42,000	\$4.73
\$43,000	\$4.85
\$44,000	\$4.96
\$45,000	\$5.07
\$46,000	\$5.19
\$47,000	\$5.30
\$48,000	\$5.41
\$49,000	\$5.52
\$50,000	\$5.64
\$51,000	\$5.75
\$52,000	\$5.86
\$53,000	\$5.97
\$54,000	\$6.09
\$55,000	\$6.20
\$56,000	\$6.31
\$57,000	\$6.43
\$58,000	\$6.54
\$59,000	\$6.65
\$60,000	\$6.76
\$61,000	\$6.88
\$62,000	\$6.99
\$63,000	\$7.10
\$64,000	\$7.21
\$65,000	\$7.33

Bi-Weekly STD Buy Up Rates by Annual Salary

Annual Salary	Bi-Weekly Deduction
\$66,000	\$7.44
\$67,000	\$7.55
\$68,000	\$7.67
\$69,000	\$7.78
\$70,000	\$7.89
\$71,000	\$8.00
\$72,000	\$8.12
\$73,000	\$8.23
\$74,000	\$8.34
\$75,000	\$8.45
\$76,000	\$8.57
\$77,000	\$8.68
\$78,000	\$8.79
\$79,000	\$8.91
\$80,000	\$9.02
\$81,000	\$9.13
\$82,000	\$9.24
\$83,000	\$9.36
\$84,000	\$9.47
\$85,000	\$9.58
\$86,000	\$9.69
\$87,000	\$9.81
\$88,000	\$9.92
\$89,000	\$10.03
\$90,000	\$10.14
\$91,000	\$10.26
\$92,000	\$10.37
\$93,000	\$10.48
\$94,000	\$10.60
\$95,000	\$10.71
\$96,000	\$10.82
\$97,000	\$10.93
\$98,000	\$11.05
\$99,000	\$11.16
\$100,000	\$11.27