

JUST THE FACTS

PROTECTION AND PEACE OF MIND

Could you afford a few weeks or even a few months without a paycheck? For most of us, the answer is “no”. The Texas Income Protection PlanSM (TIPP) is a disability insurance that can help cover bills and everyday expenses.

TIPP offers short-term and long-term disability coverage to provide you with a percentage of your paycheck when you can't work due to illness, injury or pregnancy.

GET DISABILITY COVERAGE

The best time to get disability coverage is **within 31 days of your hire date**— when you don't need to provide evidence of insurability (EOI). However, you can also apply during your Summer Enrollment phase or Qualifying Life Event (QLE).



DON'T THINK YOU NEED DISABILITY COVERAGE?

What if you became disabled and did not receive a paycheck:

- Who would pay your rent or mortgage and utility bills?
- How would you support others who rely on your pay?
- Who would pay for your groceries and other everyday expenses?
- Avoid accessing your savings accounts!

Apply for disability coverage during a QLE or your two-week Summer Enrollment phase in three easy steps:

1. Log in to your ERS OnLine account at ers.texas.gov/my-account-login.
2. Select short-term and/or long-term disability coverage.
3. Complete the EOI process.

Your EOI application must be approved before coverage starts. If approved before September 1 (the first day of the new plan year), your coverage starts September 1. If approved on or after September 1, your coverage will start the first day of the month following the EOI approval date.

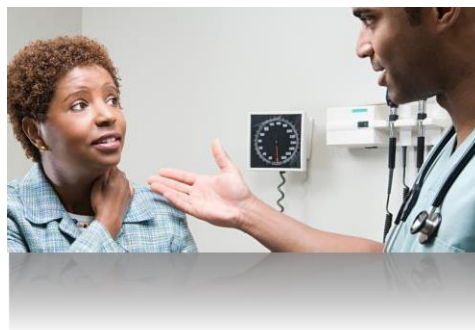
WHAT IS EOI?

EOI is used to determine eligibility for TIPP coverage. EOI is required to apply for coverage during Summer Enrollment or a QLE. This means coverage is subject to approval.

TEXAS INCOME PROTECTION PLAN™

BENEFIT BASICS

Effective Sept. 1, 2024



	Short-Term Disability Benefits	Long-Term Disability Benefits
Monthly amount the participant will receive	66% of your monthly salary, up to \$10,000 of salary.*	60% of your monthly salary, up to \$10,000 of salary.*
Maximum amount the participant will receive	\$6,600 per month (66% of up to \$10,000 of salary to a maximum benefit of \$6,600). Example: If your insured monthly salary is \$3,200, your monthly short-term disability payment would be \$2,112 ($\$3,200 \times 66\% = \$2,112$).**	\$6,000 per month (60% of up to \$10,000 of salary to a maximum benefit of \$6,000). Example: If your insured monthly salary is \$3,200, your monthly long-term disability payment would be \$1,920 ($\$3,200 \times 60\% = \$1,920$).**
Timeframe until the participant's benefits start	You complete a waiting period of 14 consecutive days and at the same time use all your sick leave. This means you must use all your sick leave (including extended sick leave, donated sick leave and sick leave pool) at the same time you are completing the waiting period (14 days or 180 days). If you have more than the specified number of sick leave days, benefits are not payable until all of your sick leave is used. You are not required to use your vacation or other annual leave.	You complete a waiting period of 180 consecutive days and at the same time use all your sick leave.
Length of benefits	Up to five and a half months (a maximum of 166 days) after you complete the waiting period.	Until you are able to return to work or until you reach your Maximum Benefit Period (based on the age you become disabled) or based on the condition causing your disability.

**This amount is less if you receive payments from other sources for the same disabling condition. Reference the User's Guide at texasincomeprotectionplan.com to learn more.

Paid Parental Leave for State Agency Employees

Texas Senate Bill 222 became effective in 2023, providing paid leave to eligible state agency employees who are parents of new children. Paid days are based on the employee's work schedule and not calendar days. TIPP's short-term disability coverage for an eligible maternity claim will begin for a covered mother once she completes the waiting period and/or exhausts her sick leave. TIPP coverage will not apply if sick leave is more than the Maximum Benefit Period. However, a covered mother who gave birth and is eligible for state agency paid parental leave does not have to exhaust paid parental leave to start getting TIPP payments.

ERS does not administer paid parental leave. To learn if you are eligible for paid parental leave, contact your human resources department.

TIPP DISABILITY CLAIMS

File your disability claim as soon as possible, **preferably within the first 90 days after the first day of your disability:**

1. Use the online self-service option, or
2. Call TIPP Customer Care.

A claim manager will assist you throughout your claim. If your claim is approved, your payment will be issued on the first business day of the month.

TIPP RESOURCES

TIPP website at www.texasincomeprotectionplan.com

- Learn about TIPP benefits
- File a disability claim
- Review plan limitations and exclusions (what's not covered)
- Access the Master Benefit Plan Document

TIPP Customer Care
Toll-free at (855) 604-6230 (TTY: 711),
Monday – Friday, 7 a.m. – 7 p.m. CT

- Ask questions about your TIPP benefits
- File a disability claim
- Check the status of a claim