



STATE OF HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
DISABILITY COMPENSATION DIVISION

Princess Keelikolani Building, 830 Punchbowl Street, Room 209, Honolulu, Hawaii 96813

TDI-14
EQUIVALENCY TABLES FOR EVALUATION OF DISABILITY BENEFITS
UNDER THE HAWAII TEMPORARY DISABILITY INSURANCE LAW

The attached Tables I and II have been developed to facilitate evaluation of disability plans as referred to in Section 392-41(d) of the Hawaii Temporary Disability Insurance Law. This Section designates for evaluation purposes four (4) component parts of a plan or agreement for which the Tables give full and proper consideration within certain limits:

Waiting period for an illness	0 to 7 days
Waiting period for an accident	0 to 7 days
Duration of benefits	2 to 26 weeks
Percentage of wage loss replaced	58% to 100%

Actuarial values shown in the Tables relate to the statutory benefit schedule on the basis of the component statutory benefits having a value of 104. Under the statutory plan (see Table I), the benefit rate is 58% of earnings commencing on the 8th day of disability and continuing during the disability for a maximum of 26 weeks.

Use of Tables

In both Tables I and II benefit rates range from 58% to 100%. Benefits less than 58% cannot be considered in computing equivalency, nor will plans with less than three (3) weeks of wage replacement be considered.

Table I gives values for disability benefits commencing on the 8th day of disability. Duration of benefits ranges from 2 to 26 weeks. Benefits payable for periods beyond 26 weeks cannot be used to either reduce or make up any deficiency in benefits.

Table II gives additional values for disability benefits payable prior to the 8th day of disability. Table II must be used with Table I whenever benefits are payable during the first seven (7) days. The day benefits commence ranges from the 1st to the 8th day with various common combinations for accident and sickness.

Examples, Table I

Example 1: A benefit schedule provides 66-2/3% of earnings commencing on the 8th day of disability and continues for 10 weeks.

To evaluate this plan, please turn to Table I. The value of the plan is 83, which is unacceptable. This plan must continue for at least 19 weeks to be acceptable.

Example 2: A benefit schedule provides 75% of earnings commencing on the 8th day of disability and continues for 8 weeks, at which point benefits are reduced to 58% and continues for another 8 weeks, for a maximum payment period of 16 weeks.

For plans having two levels of benefits, calculate in two steps. Consider the schedule as being comprised of two parts, each of which provides benefits commencing on the 8th day of disability.

Equal Opportunity Employer/Program
Auxiliary aids and services are available upon request to individuals with disabilities.
TDD/TTY Dial 711 then ask for (808) 586-9188

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The 58% portion for 16 weeks produces a value of 88. However, since the first 8 weeks are paid at 75%, the additive value for the higher percentage should be computed as follows:

Value of 58% for 16 weeks	88
Add the difference between 75% for 8 weeks & 58% for 8 weeks	88 <u>67</u>
Additive value for 8 weeks at 75%	<u>21</u>
Total Value	109 - Acceptable, exceeds 104

Examples, Table II

Example 1: A benefit schedule provides 58% of earnings commencing on the first day of disability and continues for a total of 11 weeks.

Calculate the value of 58% from the 8th day of disability for 10 weeks using Table I, and then calculate the additional value for the first week (no waiting period) from Table II (or Table II first and then Table I), as follows:

Table I:	Value of 58% for 10 weeks	73
Table II:	Value for first week - - use column accident 1, sickness 1	<u>29</u>
	Table value	102 - unacceptable

Example 2: A benefit schedule provides 100% of earnings commencing on the 3rd day of disability for sickness and the 1st day for accident continues for 4 weeks, at which point benefits are reduced to 58% and continues for an additional 4 weeks, for a maximum period of 8 weeks.

Calculate as follows:

Table I:	Value of 58% from 2 nd to 8 th week	62 for 7 weeks
	Difference in value between 100% for 3 weeks	72
	58% for 3 weeks	<u>41</u>
	Additive value for 3 weeks at 100%	<u>31</u>
Table II:	Additional value for 1 st week	
	Use column accident 1 sickness 3	<u>37</u> <u>1</u> week
	Total value	130 8 weeks -- acceptable

Note: The Hawaii State Insurance Commissioner first published the Tables in November 1969. The commissioner reported the "values are based on data contained in Table XI of Mr. M. D. Miller's paper 'Group Weekly Indemnity Continuation Table Study' published in Volume III of the Transactions of the Society of Actuaries."

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**TABLE I
VALUES FOR DISABILITY BENEFITS COMMENCING ON THE 8TH DAY OF DISABILITY**

Benefit Rate as Percentage of Earnings	Number of Weeks for Which Disability Benefits are Payable													
	2	3	4	5	6	7	8 to 9	10 to 11	12 to 13	14 to 15	16 to 18	19 to 21	22 to 25	26+
58.00% to 58.99%	31	41	47	52	57	62	67	73	78	83	88	93	98	104
59.00 to 60.99	32	43	48	54	59	64	70	75	80	86	91	97	102	107
61.00 to 62.99	33	44	50	55	61	67	72	78	83	89	94	100	105	111
63.00 to 64.99	34	46	52	57	63	69	74	80	86	92	97	103	109	115
65.00 to 66.99	35	48	53	59	65	71	77	83	89	95	100	106	112	118
67.00 to 68.99	37	49	55	61	67	73	79	85	91	97	104	110	116	122
69.00 to 70.99	38	50	56	63	69	75	81	88	94	100	106	113	119	125
71.00 to 72.99	39	52	58	65	71	77	84	90	97	103	110	116	123	129
73.00 to 74.99	40	53	60	66	73	80	86	93	100	106	113	120	126	133
75.00 to 76.99	41	55	61	68	75	82	88	95	102	109	116	122	129	136
77.00 to 78.99	42	56	63	70	77	84	91	98	105	112	119	126	133	140
79.00 to 80.99	43	57	64	72	79	86	94	101	108	115	122	130	137	144
81.00 to 82.99	44	59	66	74	81	88	96	103	110	118	125	132	140	147
83.00 to 84.99	45	60	68	75	83	91	98	106	113	121	128	136	143	151
85.00 to 86.99	46	62	69	77	85	93	101	109	116	124	132	140	147	155
87.00 to 88.99	47	63	71	79	87	95	103	111	119	126	134	142	150	158
89.00 to 90.99	49	65	73	81	89	97	105	113	122	130	138	146	154	162
91.00 to 92.99	50	66	74	83	91	99	107	116	124	132	140	149	157	165
93.00 to 94.99	51	68	76	85	93	101	110	118	127	135	144	152	161	169
95.00 to 96.99	52	69	78	86	95	104	112	121	130	138	147	156	164	173
97.00 to 98.99	53	71	79	88	97	106	114	123	132	141	150	158	167	176
99.00 to 100.00	54	72	81	90	99	108	117	126	135	144	153	162	171	180

**TABLE II
VALUES FOR DISABILITY BENEFITS PAYABLE PRIOR TO THE 8TH DAY OF DISABILITY**

Benefit Rate as Percentage of Earnings	Day Disability Payments Commence															
	Accident Sickness	1	1	1	1	1	1	1	1	2	3	4	5	6	7	4
58.00% to 58.99%		29	25	21	17	13	10	6	3	25	20	16	12	8	4	2
59.00 to 60.99		30	26	22	18	14	10	7	3	26	21	17	12	8	4	2
61.00 to 62.99		31	27	23	19	14	11	7	3	27	22	17	13	8	4	2
63.00 to 64.99		33	28	23	19	15	11	7	3	27	22	18	13	8	4	2
65.00 to 66.99		34	29	24	20	15	11	7	3	28	23	18	13	9	4	2
67.00 to 68.99		35	30	25	20	16	12	7	3	29	24	19	14	9	4	2
69.00 to 70.99		36	31	26	21	16	12	8	4	30	25	19	14	9	5	2
71.00 to 72.99		37	32	26	22	17	12	8	4	31	25	20	15	10	5	2
73.00 to 74.99		38	32	27	22	17	13	8	4	32	26	20	15	10	5	2
75.00 to 76.99		39	33	28	23	18	13	8	4	33	27	21	15	10	5	2
77.00 to 78.99		40	34	29	23	18	13	9	4	33	27	22	16	10	5	2
79.00 to 80.99		41	35	29	24	19	14	9	4	34	28	22	16	11	5	2
81.00 to 82.99		42	36	30	25	19	14	9	4	35	29	23	17	11	5	2
83.00 to 84.99		43	37	31	25	20	14	9	4	36	30	23	17	11	5	2
85.00 to 86.99		44	38	32	26	20	15	9	4	37	30	24	17	11	6	2
87.00 to 88.99		45	39	32	26	21	15	10	4	38	31	24	18	12	6	2
89.00 to 90.99		46	39	33	27	21	15	10	5	39	32	25	18	12	6	2
91.00 to 92.99		47	40	34	28	22	16	10	5	40	32	25	19	12	6	2
93.00 to 94.99		48	41	35	28	22	16	10	5	40	33	26	19	13	6	3
95.00 to 96.99		49	42	35	29	22	16	11	5	41	34	27	20	13	6	3
97.00 to 98.99		50	43	36	29	23	17	11	5	42	35	27	20	13	6	3
99.00 to 100.00		51	44	37	30	23	17	11	5	43	35	28	20	13	6	3