

CITY OF LAKE ELMO  
WASHINGTON COUNTY, MINNESOTA

RESOLUTION NO. 2002-135  
RESOLUTION AMENDING PERSONNEL POLICY  
TO PROVIDE FOR CONTINUED ACCIDENTAL DEATH, LIFE,  
AND DISABILITY COVERAGE WHILE  
AN EMPLOYEE IS RECEIVING DISABILITY BENEFITS

WHEREAS, the current personnel policy adopted by the Lake Elmo City Council on July 20, 1999, amended February 5 and 19, 2002, outlines insurance benefits available to full time employees;

WHEREAS, the City Council amended the personnel policy by Resolution No. 2002-083 on September 3, 2002 to provide for continued insurance coverage while an employee receives disability benefits through the City's insurance carrier for a period of 90 days;

NOW THEREFORE, the City Council wishes to amend Resolution No. 2002-083 by replacing the section "Continuance of Insurance Benefits While Receiving Disability Payments" with:

Continuance of Insurance Benefits While Receiving Disability Payments

A regular full-time employee on approved medical leave and receiving disability payments through the City's insurance carrier shall be entitled to continue insurance coverage as follows:

Accidental Death – for a period of 12 months, at the City's cost, beginning on the first day disability benefits are paid by the City's insurance carrier;

Dental – for a period of 90 days, at the City's cost as an individual, beginning on the first day disability benefits are paid by the City's insurance carrier;

Health - for a period of 90 days, at the City's cost as an individual, beginning on the first day disability benefits are paid by the City's insurance carrier;

Life – for a period of 12 months, at the City's cost, beginning on the first day disability benefits are paid by the City's insurance carrier;

Long-term Disability – for a period of 7 months or until the premium is waived by the insurance carrier, whichever is greater, at the City's cost, beginning on the first day disability benefits are paid by the City's insurance carrier;

Short-term Disability - for a period of 7 months or until the premium is waived by the insurance carrier, whichever is greater, at the City's cost, beginning on the first day disability benefits are paid by the City's insurance carrier;

Coverage for health and dental insurance shall terminate and become the employee's sole responsibility through COBRA on the last day of the month where the 90 day time limit expires. No additional coverage or increase in coverage amounts can be added while the employee is on disability. The insurance benefits shall be discontinued if the employee no longer receives disability payments from the City's insurance carrier, receives federal disability benefits, resigns or is terminated. Family coverage, if in effect on the day of or the day prior to the disability, can be maintained for the same duration as the individual coverage provided the employee reimburses the City for the difference between the cost of family coverage and individual coverage.

ADOPTED, by the Lake Elmo City Council on December 3, 2002.

  
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Lee Hunt, Mayor

ATTEST:

  
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Mary Kueffner, City Administrator