

FILED

OCT 19 2001

LANCASTER COUNTY CLERK

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

DEFINING MEDICAL INSURANCE)
BENEFITS FOR COUNTY EMPLOYEES)
WHO ARE ON LEAVE FOR ACTIVE)
DUTY IN THE MILITARY)

RESOLUTION NO. R-01-105

WHEREAS, in light of the recent events that occurred on September 11, 2001, it is anticipated that County employees may be or already have been activated to military duty; and

WHEREAS, employees activated to military duty are entitled to certain rights and maintenance of benefits pursuant to state and federal law; and

WHEREAS, the County Board wishes to provide medical insurance benefits to employees on unpaid military leave for active duty to the same extent that said benefits are provided to County employees who are on other unpaid leaves such as family and medical leave.

NOW, THEREFORE, BE IT RESOLVED, by the Board of County Commissioners of Lancaster County, Nebraska, that the following provisions regarding medical insurance shall apply to those County employees who have been activated for military duty:

1. Employees on military leave without pay for twelve weeks or less will be covered by the County's health, dental and vision plans at the premium cost for employees. The employee is responsible for paying the employee share of the premium to the County Clerk's Office.
2. If the military leave without pay exceeds twelve weeks, the employee may elect to retain their insurance under the County's COBRA provisions, or may chose to let their insurance coverage lapse while on leave.
3. Pursuant to federal law, upon completion of military service and return to employment, employees will have 30 days to reinstate their insurance coverage with the County without any waiting period or exclusions for pre-existing conditions.
4. This Resolution will be reviewed annually by the County Board and may be rescinded at any time for any reason.

DATED this 23 day of October, 2001, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA

APPROVED AS TO FORM
this 18th day of
October, 2001.

for Diane M. Staab
GARY E. LACEY
County Attorney

Bob Woodman
James H. Hillis
Walter Campbell
Raymond
Myrtle H. Wells Jr.