

ARTICLE 5.4: LONG TERM DISABILITY

SECTION 5.4.1: DEFINITION. Disability insurance is provided to eligible employees in addition to the benefits described in Articles 5.1 and 5.3, and administered in accordance with the terms and conditions of the contract between the County and the Insurer.

(a) Long Term Disability Insurance (LTD). LTD is two-thirds (2/3) of the employee's monthly salary up to a maximum benefit specified below.

(1) For employees in classes designated SM. LTD benefit is two-thirds (2/3) of employee's salary (excluding overtime, bonuses, etc.) up to eight thousand dollars (\$8,000) per month. Benefits are to start ninety (90) days after disability.

(2) For employees in classes designated CEM, MA and NM. Plan pays two-thirds (2/3) of monthly salary with a maximum benefit of twelve thousand dollars (\$12,000) per month. Benefits start sixty (60) days after disability commences.

(3) For employees in classes designated as EM, EO, NA, NE, NS and UM. Plan pays two-thirds (2/3) of monthly salary with a maximum benefit of twelve thousand dollars (\$12,000) per month. Benefits start thirty (30) days after disability commences.

(Amended 10/02/15, Ord. No. 10391)

(Amended 10/14/16; Ord. No. 10439)

(4) For employees in classes designated AM, AS, CC, CS, DA, PD, and PM. LTD benefit is two-thirds (2/3) of employee's salary (excluding overtime, bonuses, etc.) up to twelve thousand dollars (\$12,000) per month. Benefits are to start thirty (30) days after disability.

(b) Benefits are integrated with Social Security, Workers' Compensation, and Retirement plans as well as any other outside income.

(Amended 08/01/85, Ord. No. 6999)

(Amended 08/16/85, Ord. No. 7006)

(Amended 09/01/85, Ord. No. 7013)

(Amended 10/07/88, Ord. No. 7533)

(Amended 07/13/90, Ord. No. 7773)

(Amended 10/29/93, Ord. No. 8317)

(Amended 10/01/96, Ord. No. 8650)

(Amended 09/27/96, Ord. No. 8720)

(Amended 10/01/00, Ord. No. 9241)  
(Amended 12/15/00, Ord. No. 9286)  
(Amended 07/17/01, Ord. No. 9360)  
(Amended 01/11/02, Ord. No. 9415; 9417)  
(Amended 04/02/04, Ord. No. 9630)  
(Amended 06/23/06, Ord. No. 9783)  
(Amended 06/26/15, Ord. No. 10381)  
(Amended 10/02/15, Ord. No. 10391)

SECTION 5.4.2: METHOD OF CALCULATION. The County shall contribute the amounts specified in the contract with the insurance carrier.

(Amended 01/03/86, Ord. No. 7064)

(Amended 10/01/94, Ord. No. 8453)