

**AN ORDINANCE REVISING THE CITY'S BENEFITS PROGRAM
FOR CITY EMPLOYEES EXEMPTED FROM
COLLECTIVE BARGAINING UNITS**

WHEREAS, in Ordinance No. 2000-04-035, the Urbana City Council approved the "City of Urbana, Illinois Benefits Program (3/00 revision); and

WHEREAS, the Urbana City Council has determined that it is in the best interests of the City to further amend the said Benefits Program as set forth below.

NOW THEREFORE, BE IT ORDAINED by the Urbana City Council that the City of Urbana, Illinois Benefits Program (3/00 revision) is further amended to add the following:

"Section 5.5. Supplemental Disability Insurance. Temporary and permanent disability insurance benefits are provided through the Illinois Municipal Retirement Fund for all employees that are enrolled in the I.M.R.F., as required by State law. It is the policy of the City to pay the full cost of a supplemental disability insurance plan for all I.M.R.F. covered employees. This supplemental disability plan shall provide disability benefits in four main categories that are currently not provided by the Illinois Municipal Retirement Fund: (1) reduction of the employment waiting period before an employee is eligible for benefits, (2) reduction of the time for pre-existing condition exclusion for benefits, (3) provision of pro-rated benefits for permanent partial disability, and (4) definition of permanent disability that relates the gainful employment to the employees training, education and experience. This disability coverage will only apply when I.M.R.F. has denied coverage due to these one or more of these exceptions. This disability coverage is designed to supplement the I.M.R.F. plan. If in the future, I.M.R.F. amends their coverage such that benefits


exclusion under any of these four areas is comparable to coverage in this supplemental policy, the City may amend this supplemental coverage to properly reflect the new I.M.R.F. benefit levels."

PASSED by the City Council this 2nd day of October,
2000 .

AYES: Hayes, Huth, Kearns, Patt, Taylor, Whelan, Wyman

NAYS:

ABSTAINS:



Phyllis D. Clark
Phyllis D. Clark, City Clerk
[Signature]
Deputy Clerk

Tod Satterthwaite
Tod Satterthwaite, Mayor

APPROVED by the Mayor this 13th day of October,
2000 .