



## Personnel Policies

CITY OF WESLACO,  
TEXAS

### GROUP HEALTH & GROUP LIFE INSURANCE

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**Health insurance:** The City provides health insurance coverage options to all regular full-time employees on or before the 90th day of employment. Health insurance coverage for dependents is available and must be paid through payroll by the covered individual. Booklets describing the terms of coverage are distributed to all employees at the time of enrollment. Employees may contact the Human Resources Department for further information.

The Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) provides that all employees are eligible to continue their group insurance coverage for at least eighteen (18) months when employment is terminated due to resignation, reduction of work hours, or dismissal for reasons other than gross misconduct.

The law also entitles dependents of a covered employee to continue their group health insurance coverage for up to eighteen (18) months upon the termination of covered employee or a reduction in such employee's hours of employment; and up to thirty-six (36) months upon the death of a covered employee, or the employee's divorce or legal separation, or when dependent children are no longer an "eligible dependent" under the definition in the policy, or when the employee becomes Medicare eligible.

The employee or dependent must request continuation of coverage and must pay the full cost of coverage, plus two percent. Requests of continuation of insurance coverage will be made to the Human Resources Department.

**Life insurance** will be provided beginning on the first day of employment to all regular full-time employees.