

County of Elgin

Human Resources Policy Manual

Code - **NU**

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Section: **12**

Subject: **Extended Disability**

Policy Number: **12.40**

Date Approved: **Oct. 1/87**

Date Last Revision:

The first twenty-four (24) months during which an employee receives Long Term Disability payments under the County's plan is considered a leave of absence without pay. At the end of this period, the employee will be terminated as he/she is unable to perform his/her duties. The date of termination will be the end of the twenty-four (24) month period.

Such a termination will in no way affect the entitlement to LTD payments themselves.

The Department Head will inform the employee of these conditions in writing before disability payments from the insurance company commence.

Should the employee recover and be accepted for work in their previous position after termination under this section, he/she will be granted credit for employment up to the date the commencement of disability for any service-related benefits such as vacation and layoff protection.