

C. LONG TERM DISABILITY

The City pays the cost for a long-term disability policy for all Civil Service and full-time non-Civil Service employees. After a thirty (30) calendar day waiting period, the long-term disability policy pays the employee 66 2/3% of his/her monthly salary up to a specified maximum.

During the thirty-day waiting period, the employee has the option to use his/her accrued sick leave or vacation time to supplement his/her income. However, the total payments received in any pay period shall not exceed the employee's regular straight-time pay less deductions mandated by State and Federal Laws.

The City reserves the absolute right, in its discretion, at any time and from time to time, to discontinue coverage under any long term disability plan in which it or its employees have previously been enrolled and to substitute for such prior coverage alternate coverage which may be different in character and amount, and either more or less comprehensive. Employees of the City shall not have or gain, by reason of their employment by the City, any vested rights in or to any particular long term disability coverage whatsoever.