

**BOARD OF TRUSTEES OF COMMUNITY COLLEGE DISTRICT NO. 508**  
**County of Cook and State of Illinois**

**RESOLUTION**

**HEALTH COVERAGE CONTINUATION  
IN THE EVENT OF A FULL-TIME EMPLOYEE DEATH**

WHEREAS, the Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA) provides the right to continuation of health coverage when coverage would otherwise end because of a life event known as a "qualifying event"; and

WHEREAS, death of a full-time City Colleges of Chicago (CCC) employee insured through CCC is a COBRA "qualifying event" requiring CCC to offer each "qualified beneficiary" (who would lose health coverage due to the employee death) continuation of health coverage for a period of up to 36 months at 102% of the coverage cost;

NOW THEREFORE BE IT RESOLVED, that the Board of Trustees of Community College District No. 508 adopts the following policy, to be added to the Employee Manual, with respect to health coverage continuation in the event of a full-time employee death who at the time of death is insured through City Colleges' health plan:

- During the first three (3) months following the month in which the death of a full-time employee occurs, the "qualified beneficiary" will pay the employee rate for coverage continuation and CCC will pay the balance of the coverage cost; and
- The first three (3) months of coverage continuation will be credited toward the COBRA maximum coverage continuation period of 36 months; and
- Following the first three (3) months of coverage continuation, the "qualified beneficiary" will pay 102% of the coverage cost for up to the remaining 33 months of coverage continuation allowable under COBRA.

Respectfully submitted,

Wayne D. Watson  
Chancellor

March 7, 2007