

ST. JAMES LUTHERAN CHURCH
GETTYSBURG, PENNSYLVANIA

Number 2.40
Subject Health and Disability Insurance
Effective Date 02/11/03
Revised 01/16/13
Committee Personnel

Personnel Administration

- I. Health Insurance
 - A. Groups A and B – Health insurance will be provided under the ELCA Plan and/or other appropriate plans. Family health coverage will be provided as needed.
 - B. Group C and D – These groups may participate in the Congregation’s Health Plan. Staff member coverage will be provided as needed. The employee may purchase family coverage.
 - C. Group E – Not eligible for health insurance.
 - D. In the case that an employee is eligible for comparable coverage on a spouse’s policy for less money than the church policy, the church will reimburse the employee for the amount of the coverage.

- II. Disability Insurance
 - A. Groups A, B, C, and D - Disability insurance will be provided as available.
 - B. Group E. – Not eligible for disability insurance.