

Benefits Continuation Eligibility Chart

Benefit	Federal COBRA	State Continuation	Police and Fire Continuation	Retiree Continuation
Group Medical Coverage	X	X	X	X
Group Dental Coverage	X	X	?*	X
Group Vision Coverage	X	X	?	?
Health Reimbursement Account (HRA)	X			
Health Flexible Spending Account	X			
Employee Assistance Program (EAP)	X			
Wellness Program (stand-alone programs providing health care)	X			

*With respect to the treatment of dental and vision coverage under police and fire continuation, Minnesota Statutes §299A.465 does not define “health coverage” and there are no court decisions or Attorney General opinions on the phrase as used in this statute.