RESOLUTION NO. 63-00
AMENDING RESOLUTION NO. 148-99 TO REVISE CHAPTER 6.3
OF THE MASON COUNTY PERSONNEL POLICIES

WHEREAS, RCW 36.32.120(6) states that the Board of County Commissioners have responsibility for the care of county property and the management of county funds and business;

WHEREAS, the Board of County Commissioners believes that uniform personnel policies are beneficial to county managers and employees;

NOW, THEREBY, BE IT RESOLVED, that the Board of County Commissioners does hereby revise Chapter 6.3 (Attachment A) of the Mason County Personnel Policies to provide for an 80 hour per month eligibility threshold for health insurance benefits.

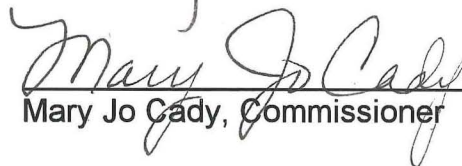SIGNED this __5th__ day of July, 2000.

COMMISSIONERS

BOARD OF COUNTY

_____
John A. Bolender, Chairperson

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Cynthia D. Olsen, Commissioner

ATTEST:

_____
Rebecca S. Rogers, Clerk of the Board

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Mary Jo Cady, Commissioner

REVIEWED AS TO FORM:

_____
Michael Clift, Chief Deputy Prosecuting Attorney

6.3   HEALTH INSURANCE BENEFITS

Regular full-time employees and regular part-time employees working at least eighty (80) hours per month and their dependents are eligible to participate in the County's various insurance programs on the first day of the month following employment, except that if the first day of employment is the first of the month their eligibility shall commence immediately. The programs and criteria for eligibility will be explained upon hire. The County contributes toward the cost of premiums in the amounts authorized by the Board of County Commissioners. The remainder of the premiums, if any, shall be paid by the employee through payroll deduction. The County reserves the right to make changes in the carriers and provisions of these programs at its discretion, with prior notice to affected employees. Employees electing not to take coverage for those insurance programs that the County contributes toward the cost of premiums may be required to sign a waiver of coverage.

Extra help employees will normally not be eligible for insurance coverage.

6.4   CONTINUATION OF INSURANCE COVERAGE

Workers Compensation Leave: An employee receiving Workers Compensation benefits who has exhausted their sick and vacation leave continues to accrue vacation leave and sick leave for up to six (6) months. The County also continues to pay for the employer's portion of health insurance premiums, provided that the employee continues to pay their share of premiums, if any. After six (6) months, the employee's benefits shall cease unless the Board of County Commissioners makes an exception based on the criteria stated in Section 1.4 of these policies. The employee may continue health care benefits by self-paying insurance premiums for the remainder of the time he/she receives Workers Compensation benefits.

COBRA Rights: When certain qualifying events occur, including an employee's termination from County employment, beginning an unpaid leave of absence, or a reduction in hours worked, at the employee's option and expense, the employee may be eligible to continue County health insurance benefits to the extent provided under the federal COBRA statutes and regulations. Covered dependents may also be eligible, at their option and expense, to continue County health insurance coverage. To the extent allowed by law, an administrative handling fee over and above the cost of the insurance premium may be charged the employee or his/her dependents who elect to exercise their COBRA continuation rights. An explanation of COBRA rights will be provided to new hires, annually to current employees, and when a qualifying event occurs.

Termination, Retirement, Leave of Absence: For eligible employees who terminate, retire or are on an approved leave of absence, the County will pay the premium for the month the employee is leaving, provided the employee is on paid status for the ninety (90) hours in the month.

6.5   UNEMPLOYMENT COMPENSATION

County employees may qualify for State Unemployment Compensation after termination from county employment depending on the reason for termination from employment.