

Nassau County Board of Commissioners EMPLOYEE POLICIES & PROCEDURES MANUAL		
Effective: 11/01/2013	Revised: <u>01/01/2022</u>	Page 1 of 1
Section 9: Employee Benefits		9.01 Health Insurance

Regular employees working a minimum of thirty (30) hours per week are eligible to participate in the County's health insurance program effective the first (1st) of the month following the completion of sixty (60) days of employment.

Eligible employees ~~hired prior to October 1, 2005, are currently~~ are provided with the County's "base" health insurance plan at no cost. If electing to cover a spouse and/or eligible child(ren) on the "base" plan, the employee will be responsible for fifty percent (50%) of such additional premiums. Eligible employees who elect a plan other than the "base" plan will be responsible for the difference in premiums between the plan elected and the "base" plan.

~~Eligible employees hired on or after October 1, 2005, are currently provided with the County's "base" health insurance plan at no cost. If electing to cover a spouse and/or eligible child(ren) the employee will be responsible for one hundred percent (100%) of the dependent premium. Eligible employees who elect a plan other than the "base" plan will be responsible for the difference in premiums between the plan elected and the "base" plan.~~

Employee costs and plan options are available in Human Resources and are subject to change or elimination as approved by the BOCC and to the extent permitted by law.

Employees are responsible for completing the proper forms notifying Human Resources in a timely manner of any life changing events which would require changes to any insurance benefits, i.e. marriage, divorce, birth of a child, change of beneficiaries, etc. Notifications of such changes must be made within thirty (30) days of the life changing event in order to affect current coverages. Time limits are set by the Internal Revenue Service and are subject to change.

Eligible employees retiring under the terms and conditions of the FRS may be eligible to receive a subsidy on their health insurance upon retirement. Please reference Section 9.03, Health Benefits for Retirees.

Insurance premiums for employee-only coverage will be paid by the County for employees who resign or retire with thirty (30) consecutive years of service with Nassau County. County paid insurance premium will be for employee-only on the base plan continued until the age of sixty five (65).

If you have any additional questions concerning your health insurance benefits, please contact Human Resources.