

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF SETTING)
WAITING PERIODS FOR BENEFITS)
FOR EMPLOYEES IN THE CLASSIFIED)
SERVICE)

RESOLUTION NO. R-14-0006

WHEREAS, Lancaster County provides health, dental, vision and flexible spending account plans to employees in the classified service; and

WHEREAS, in Resolution R-01-103, the Lancaster County Board of Commissioners (“County Board”) previously set a ninety (90) day waiting period before newly hired classified employees were eligible to participate in the County-subsidized health and dental plans; and

WHEREAS, the Lancaster County Clerk has established a practice of applying the aforementioned ninety (90) day waiting period to participation in the County-sponsored vision and flexible spending account plans; and

WHEREAS, the County Board has expressed its desire to shorten the waiting period for County-subsidized health insurance to sixty (60) days in compliance with the Patient Protection and Affordable Care Act; and

WHEREAS, the County Board would like to establish the same waiting period for all benefits; and

WHEREAS, in Resolution R-01-62, the County Board adopted a policy which would allow employees serving in temporary appointments to credit their time in those appointments towards the waiting period for participation in the County-subsidized health and dental plans; and

WHEREAS, the County Board desires to allow the time employed in temporary appointments to be credited towards the waiting period for all benefit plans.

NOW, THEREFORE, BE IT RESOLVED, that the Board of County Commissioners of Lancaster County, Nebraska, hereby adopts the following policy:

1. All newly hired classified employees shall be eligible for participation in the County's health, dental, vision and flexible spending account plans on the first day of the month following completion of a waiting period of sixty (60) calendar days as measured from the first date of employment as a classified employee.

2. Any employees serving in full-time temporary appointments who accept a probationary appointment in the classified service during their temporary appointment, without a break in service, shall have their time served in the full-time temporary appointment applied to the waiting period for benefits.

3. This resolution and policy is effective upon execution and applies retroactively to employees currently serving in a temporary appointment who may accept a full-time probationary appointment in the classified service.

4. Employees appointed to full-time probationary appointments, who were serving in full-time temporary appointments at the time of receiving the probationary appointment, shall be eligible for participation in all benefit plans effective the first day of the month after application for coverage is made.

5. This resolution does not otherwise make employees serving in temporary appointments eligible for benefits.

6. This resolution supersedes and repeals Resolutions R-01-62 and R-01-103 and those resolutions are hereby null and void.

7. This resolution does not affect Resolution R-08-0031 and that resolution shall remain in full force and effect.

8. This resolution does not otherwise affect or alter the length of the probationary period each employee must complete prior to becoming a status employee in the classified service.

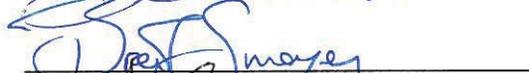
9. Any other waiting period not expressly addressed in this resolution shall be deemed unchanged by passage of this resolution.

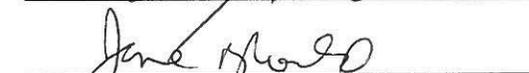
DATED this 14th day of January, 2014, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA

APPROVED AS TO FORM
this 14 day of January, 2014.


Deputy County Attorney
for JOE KELLY
Lancaster County Attorney


Amundson Absent