

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

IN THE MATTER OF SETTING)
WAITING PERIODS FOR BENEFITS) RESOLUTION NO. R-22-0100
FOR EMPLOYEES IN THE CLASSIFIED)
SERVICE)

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

WHEREAS, in Resolution R-14-0006, the Lancaster County Board of Commissioners ("County Board") previously set a sixty (60) 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 sixty (60) 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 to County-subsidized health insurance to the first day of the month after date of hire; and

WHEREAS, the County Board has expressed its desire to shorten the waiting period for life insurance to the first day of the month after date of hire; and

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

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

- 1) All newly hired probationary 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 after their date of hire as a probationary employee.

- 2) On the first day of the month after date of hire, a probationary employee is automatically enrolled in the County Life Insurance Plan. The Life Insurance Plan includes a basic life benefit for the employees in the amount of Fifty Thousand Dollars (\$50,000), at no cost to the employee. Additional supplemental life insurance may be purchased by the employee according to the Life Insurance Plan.
- 3) Any employees serving in full-time temporary appointments who accept a probationary appointment during their temporary appointment, shall be eligible for participation in the County's health, dental, vision and flexible spending account plans on the first of the month after the effective date of probationary appointment.
- 4) 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..
- 5) This resolution does not otherwise make employees serving in temporary appointments eligible for benefits, except as provided for by the Affordable Care Act
- 6) This resolution supersedes and repeals Resolution R-14-0006 and that resolution is hereby null and void. *as of January 1, 2023. MR7 11-1-2022*
- 7) This resolution does not affect Resolution R-22-0023 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.

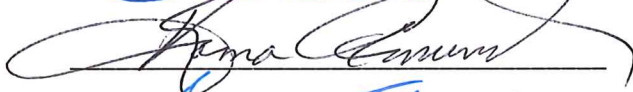
DATED this 11 day of October, 2022, at the County-City Building, Lincoln, Lancaster County, Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA



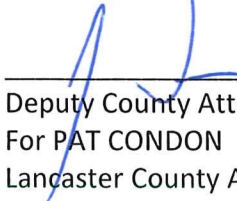








APPROVED AS TO FORM
this 11th day of October, 2022.



Deputy County Attorney
For PAT CONDON
Lancaster County Attorney