

ARTICLE 5.13: HEALTH INSURANCE BENEFITS FOR
HOURLY AND SPECIAL RATE EMPLOYEES

SECTION 5.13.1: HEALTH INSURANCE BENEFITS FOR HOURLY AND SPECIAL RATE EMPLOYEES.

Unless additional or different health insurance benefits are mandated by federal or state law, Hourly or Special Rate employees, not otherwise eligible for health insurance pursuant to the Section 5.1.6 (FLEXIBLE BENEFITS PLAN), shall be eligible for health insurance benefits:

- (a) Eligibility: A newly hired Hourly or Special Rate employee shall become eligible for health insurance upon his/her hire date. The effective date of coverage shall be the first day of the month following a waiting period of approximately 60 days from the 1st of the month from his/her hire date.

(Amended 01/19/18, Ord. No. 10515)

- (b) Employees eligible for coverage under this section will be offered the County's least costly health plan under each medical provider. An employee eligible for coverage under this section may elect employee only coverage, or they may choose coverage for themselves and their dependents.

For purposes of this section, the term "dependent" means a spouse or domestic partner (as defined in Compensation Ordinance §1.1.3) or a child (as defined in 26 USC §152(f)(1)) of an employee or child of a domestic partner who has not attained age 26. A child attains age 26 on the 26th anniversary of the date the child was born.

(Amended 06/28/22, Ord. No. 10798)

- (c) Employee Contribution

- (1) Eligible employees' monthly contribution for self-only coverage shall be the lesser of the actual cost of the premium, or a rate calculated per the IRS Applicable Percentage Table to determine affordability. This rate shall be calculated in accordance with the Rate of Pay Safe Harbor regulations found in the Patient Protection and Affordable Care Act.
- (2) Eligible employees' monthly contribution for employee plus dependents shall be the contribution required by subsection (1)

above plus the difference between the premium for employee only coverage and employee plus dependent coverage.

- (3) Employees who enroll in coverage (either self-only or for employee plus dependents) but fail to pay their share of the premium on a timely basis, will not be entitled to coverage for the period for which the premium is not timely paid.

(Added 09/19/14, Ord. No. 10354)

(Amended 07/08/16, Ord. No. 10432)