

## Legislation Text

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File #: ID-4970, Version: 1

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**Narrative of Resolution:**

**RESOLUTION INTRODUCED BY HUMAN RESOURCES COMMITTEE TO UPDATE THE HEALTH INSURANCE WAITING PERIOD.**

**If Resolution requires expenditure of County Funds, provide the following information:**

**Amount to be authorized by Resolution:** Click or tap here to enter text.

**Are funds already budgeted?** Choose an item.

**Specify Compliance with Procurement Procedures:**

**WHEREAS**, it is the current policy and practice of the County of Sullivan to offer full time employees health insurance coverage after a prescribed waiting period based on their date of hire;

**WHEREAS**, the current practice is that a full time employee hired prior to the 25<sup>th</sup> of the month is eligible for health insurance on the 1<sup>st</sup> day of the second month of service, and employees hired on or after the 25<sup>th</sup> of the month are eligible for health insurance on the 1<sup>st</sup> day of the third month of service;

**WHEREAS**, in order to bring consistency to the process, remain competitive with other employers and ease of administration, the County Manager, in conjunction with the Commissioner of Human Resources, recommends that the waiting period for eligibility be updated to reflect a waiting period of the first of the month following thirty (30) days of employment;

**NOW, THEREFORE, BE IT RESOLVED**, that the Sullivan County Legislature hereby approves the change of waiting period for the health, dental and vision insurance to the first of the month following thirty (30) days of employment, effective the beginning of January 1, 2023.