

2 pages

FILED

MAY 10 2001

BEFORE THE BOARD OF COUNTY COMMISSIONERS
OF LANCASTER COUNTY, NEBRASKA

LANCASTER COUNTY CLERK

WAIVING THE WAITING PERIOD)
FOR MEDICAL INSURANCE FOR)
EMPLOYEES WHO RETIRE FROM)
THE COUNTY AND ARE REHIRED)
TO A NEW POSITION IN THE)
COUNTY WITHIN SIX MONTHS)
OF THEIR RETIREMENT DATE)

RESOLUTION NO. R-01-36

WHEREAS, Lancaster County provides County-subsidized health and dental plans to employees in the classified and unclassified service; and

WHEREAS, depending on the employee classification and/or applicable labor agreement, there may be a waiting period before a newly hired employee is eligible to receive County contribution to the County health and dental plans; and

WHEREAS, the County wishes to adopt a policy whereby a retired County employee who is rehired by the County may immediately enroll and receive regular employer contribution to the County's health and dental plans.

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

- I. This policy only applies if the following conditions are met:
 - a. The individual is eligible to retire from the County service; and
 - b. The individual is rehired to a County position within one hundred eighty (180) days of his/her retirement date.
- II. This policy only waives the waiting period for County contributions to the County health and dental plans. All applicable waiting periods for other County benefits are not waived or affected by this policy.
- III. Upon retirement, the individual will receive all applicable benefit payouts (i.e., sick leave and vacation) in the same manner as other retired employees.

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IV. Upon appointment to the new County position, the individual is still required to undergo a six-month probationary period. Sick leave, vacation, personal holidays and other benefits will accrue and can only be used as set forth in the rules applicable to other newly hired County employees in that job classification.

DATED this 15 day of May, 2001, at the County-City Building, Lincoln,

Lancaster County, Nebraska.

BY THE BOARD OF COUNTY
COMMISSIONERS OF LANCASTER
COUNTY, NEBRASKA

APPROVED AS TO FORM
this 1st day of
May, 2001.

Diane M. Steab
GARY E. LACEY
County Attorney

Linda Steinman
Bernie Neier
Bob Workman
Lang Hallis
Kathy Campbell