

6.08 HEALTH INSURANCE

A. Eligibility

All regular full-time employees who are employed for at least 30 (thirty) hours a week shall be eligible to elect for single or family coverage health insurance benefits (medical, dental, vision and prescription) on the first day of the month *upon completion of a waiting period of one-full calendar month following date of hire* (example: An employee whose first day of employment is June 7th, would be eligible for health insurance coverage on August 1st).

B. Cost and Terms

Eligible employees receiving health insurance benefits shall be required to pay for a portion of the cost of their coverage. Terms and conditions of coverage are governed by individual plan documents, policies, procedures, practices and guidelines.

C. Change in Status

Employees are responsible for keeping insurance records up-to-date regarding marital status, name change, address change, dependent coverage, etc.

D. Cash Out / Opt Out Benefit

Employees who are covered under a non-County health plan may elect to enroll in the Stark County Government Cafeteria Plan's Cash-Out/Opt-Out program and receive a monthly stipend in lieu of enrollment in our health plan (provided the other plan allows them to be covered). Proof of the other coverage is required. The stipend is \$100 per pay for employees not subject to a collective bargaining agreement (CBA), and \$100 per month for employees under a CBA. Group term life and voluntary benefits are available to employees in the Cash-Out program.

[Cafeteria Plan Election Form, Per Pay Stipend](#)

[Cafeteria Plan Election Form, Per Month Stipend](#)

