

## 7.0 BENEFITS

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### 7.1 MEDICAL AND LIFE INSURANCE.

Regular Full-Time 40 hours per week, Regular Full-Time 32 hours per week and Regular Full-Time 30 hours per week employees (as defined by Affordable Care Act) are offered group health benefits (to include medical insurance benefits, supplemental insurance, basic term life/AD&D). Regular Part Time – 29.75 hours per week or less and Temporary employees are not eligible for medical insurance benefits, supplemental insurance or basic term life/AD&D. The waiting period for group health coverage is the first of the month after 60 days.

<http://www.dol.gov/ebsa/pdf/90dayreg.pdf> **Ninety-Day (90 day) Waiting Period Limitation and Technical Amendments to Certain Health Coverage Requirements Under the Affordable Care Act.** As defined by Affordable Care Act the maximum is ninety days (90 days), however the County uses the 1<sup>st</sup> of the month after a sixty day (60 day) waiting period to calculate the effective date of health coverage.  
Example: DOH is 7-12-13 and 60 days later would be 9-10-13 making the effective date of health coverage 10-1-13, which is the 1<sup>st</sup> of the month after 60 days.)