

RESOLUTION #2022-177
Amendment to Grant County Personnel Policy
as original approved 11-21-22

We, the Board of County Commissioners of Grant County, do hereby approve the below amendment to the Grant County Personnel Policy as original approved November 11, 2022, herein described.

Clarification and amendment on Fringe Benefits (Page 33) of Grant County Personnel Policy as follows:

FRINGE BENEFITS

("Change in below verbiage")

The County pays for unemployment insurance, social security (with the employee paying an equal percentage), and worker's compensation insurance. **"The County also pays the employee's premium for health care insurance."**

HEALTH CARE INSURANCE

("Addition of below verbiage")

"Health insurance benefits for newly hired full-time employees will be effective the first day of the following month of the full-time employee's hire date and after online enrollment has been completed at *opehwealth.com*. If full-time employee's hire date is the first day of the month, then employee's health insurance benefits are effective as of the hire date and after online enrollment has been completed at *opehwealth.com*.


The full-time employee MUST complete the online enrollment process for health insurance benefits within the eligible enrollment period for benefits to be in effect. Enrollment instructions are included in the new hire packet. In the event the full-time employee fails to complete the online enrollment process for health insurance benefits within the allotted timeframe, the employee WILL NOT be eligible to enroll for health insurance benefits until the next annual open enrollment period."

Approved this 5th day of December 2022

BOARD OF COUNTY COMMISSIONERS
GRANT COUNTY, OKLAHOMA



Steve Stinson, Chairman



Craig A. Fredrick, Vice Chairman



Max L. Hess, Member



Cindy Pratt, County Clerk



- The supervising officials of both the Recipient Employee and the Donor Employee approve the leave sharing arrangement.

The maximum amount of shared leave an employee may receive during their employment with the county is two hundred sixty-one (261) days of shared leave.

FRINGE BENEFITS

The County pays for unemployment insurance, social security (with the employee paying an equal percentage), and worker's compensation insurance. The County also pays the employee's premium for health care insurance.

HEALTH CARE INSURANCE

Grant County participates in the Oklahoma Public Employee Health & Welfare (OPEH&W) Health Plan. Information may be obtained from the Grant County Clerk located in the Grant County Courthouse, 112 E Guthrie, Room 102, Medford, Oklahoma 73759.

Grant County will pay for qualified full-time employee's health insurance premiums which include medical, dental, and vision benefits.

Health insurance benefits for newly hired full-time employees will be effective the first day of the following month of the full-time employee's hire date and after online enrollment has been completed at opehwheart.com. If full-time employee's hire date is the first day of the month, then employee's health insurance benefits are effective as of the hire date and after online enrollment has been completed at opehwheart.com.

The full-time employee **MUST** complete the online enrollment process for health insurance benefits within the eligible enrollment period for benefits to be in effect. Enrollment instructions are included in the new hire packet. In the event the full-time employee fails to complete the online enrollment process for health insurance benefits within the allotted timeframe, the employee **WILL NOT** be eligible to enroll for health insurance benefits until the next annual open enrollment period.

Family/Spousal health insurance can be obtained, and premiums will be paid by the Employee as a payroll deduction.

You may obtain a description of current health care insurance provided by the County from the County Clerk's Office.

COUNTY'S PAYMENT OF EMPLOYER SHARE OF HEALTH INSURANCE PREMIUMS DURING LEAVE OF ABSENCE

If an employee is on medical leave, including workers' compensation leave, the County will continue to pay the County's portion of health insurance premiums for

- The condition has caused, or is likely to cause, the employee to go on leave without pay or terminate employment; and
- The supervising officials of both the Recipient Employee and the Donor Employee approve the leave sharing arrangement.

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