

SCOTT COUNTY FISCAL COURT  
ORDINANCE NO. 19-02

AN ORDINANCE AMENDING THE PERSONNEL POLICY  
WITH RESPECT TO INSURANCE COVERAGE FOR  
EMPLOYEES IN ON-DUTY DISABILITY LEAVE

WHEREAS, presently the county's personnel policy states that the county will continue to pay its share of the health insurance premium during the first six (6) months that an on-duty employee is on disability leave; and

WHEREAS, after this six (6) month period the employee is required to pay the full amount of the insurance premium in order to maintain coverage; and

WHEREAS, there are some instances in which requiring the employee to pay the full premium after six (6) months would be inappropriate; and

WHEREAS, the Scott County Fiscal Court desires to amend the personnel policy to provide more appropriate guidelines with respect to this matter;

NOW THEREFORE, the Scott County Fiscal Court does hereby ordain as follows:

SECTION 1. A new subsection of Section 3. 7 of the county's Personnel Policies and Procedures shall be created to read as follows:

F. On Duty Disability Leave:

4. The county shall continue to contribute the employer's share of health insurance for the first twelve months.

a. During the first twelve months, the employee is responsible for contributing his/her share of the health insurance payment prior to the month covered . In the event the insurance payment is not paid by the end of the month before the month to be covered, the County shall issue a COBRA letter and the employee shall be removed from the county's health insurance coverage.

b. After a period of twelve months on workers' compensation, the employee shall be required to pay the full amount of insurance coverage, including the amounts paid by both the employee and the employer, before each month to be covered in order to continue health insurance coverage. If an employee fails to pay the full amount due for health insurance prior to the month to be covered, the county shall issue a COBRA letter and the employee shall be removed from the county's health insurance coverage.

c. Employees on workers' compensation insurance shall be responsible for paying for any supplemental insurance plans that require payment to be deducted from the employees' paycheck prior to the time the payment is due; the county will not make the payment unless the employee has paid for the plans in advance.

SECTION 2. All remaining sections of the county's Personnel Policy remain unchanged.

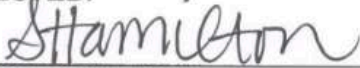
SECTION 3. This ordinance shall become effective upon its passage and publication as required by law.

Introduced by first reading on February 21, 2019.

Approved by second reading on February 28, 2019.

  
JOE PAT COVINGTON  
SCOTT COUNTY JUDGE EXECUTIVE

ATTESTED:

  
STACY HAMILTON  
SCOTT COUNTY FISCAL COURT CLERK