

MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL

| HEALTH INSURANCE | | | |
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| POLICY NO. | 9.1 | EFFECTIVE: | 01/02/2024 |

Full time employees are eligible to participate in the health plan made available to them by the County. Evaluation of the contribution is made annually by the County Administrator as part of the budget process.

A. COBRA

Full-time employees and certain beneficiaries who have a qualifying event may elect to continue their health care benefits at the County's group rates for a limited period of time at the same coverage as before the qualifying event in conformance with COBRA. Qualifying events are provided in the COBRA statute.

If the qualifying event is a termination of employment or reduction in hours, the continuation period is 18 months. If the individual is disabled, the period may be extended for eleven (11) more months. For all other qualifying events the continuation period is 36 months. Coverage may end before the time period is up for nonpayment of premiums.