

MADISON COUNTY, VIRGINIA PERSONNEL POLICIES MANUAL

EFFECT OF EMPLOYMENT STATUS CHANGE OF BENEFITS

POLICY NO.

9.11

EFFECTIVE:

01/02/2024

A. Termination of Employment

1. Health Insurance

- a. The Federal Consolidated Omnibus Budget Reconciliation Act (COBRA) gives employees and their qualified beneficiaries the opportunity to continue health insurance coverage under the County's health plan when a "qualifying event" would normally result in the loss of eligibility. Some common qualifying events are: termination of employment (i.e., resignation, retirement); death of an employee; a reduction in an employee's hours from full-time to part-time; an employee's divorce or legal separation; or, when a dependent child no longer meets eligibility requirements.
- b. Under COBRA, the employee or beneficiary pays the full cost of coverage at the County's group rates. The County reserves the right to impose an administration fee.
- c. Employees shall notify the County Administrator's Office of any qualifying events.