



WILLIAMSON COUNTY GOVERNMENT
Benefits Department

Williamson County Board of Education Employees
Continuation of Benefits Leave of Absence Guidelines

Human Resources will determine the type of leave for which you are eligible. All WCS employees with leave questions should contact Kayla Aaron at (615)472-4051.

When your leave is approved, Human Resources will provide The Williamson County Benefits Department information regarding your leave. The Benefits Department will send you a letter based on your leave type with specific information regarding continuation of benefits.

When you go on leave, you may continue or terminate any or all of the insurance coverage that you have at the time of your leave. If you discontinue any benefits while on leave, you may resume the coverage by requesting to do so upon your return from leave; however, if you discontinue any voluntary benefits, you may have to provide evidence of insurability in order to re-enroll in those benefits. If you terminate your spouse's medical coverage and re-enroll him/her when you return to an active status, the new Spousal Rule that went into effect January 2, 2007 may apply.

Family Medical Leave (FMLA), If any of your FMLA leave is;

Compensated, Williamson County will automatically continue the benefits you are enrolled and insurance deductions will be taken from your payroll deposit, unless you return the election page of your leave letter terminating any or all of your benefits. The cost of your benefits do not change.

Uncompensated, the letter you receive from the Benefits Department will give you the option to continue or discontinue your benefits during the uncompensated period. You must return the election page of this letter indicating the benefits you want to continue and payment arrangements for your continued benefits. The cost of your benefits do not change. If the election page is not returned or payments are not made, benefits will be terminated back to the last date coverage was paid current.

FMLA ineligible -compensated, Williamson County will automatically continue the benefits you are enrolled and insurance deductions will be taken from your payroll deposit, unless you return the election page of your leave letter terminating any or all of your benefits. The cost of your benefits do not change.

FMLA ineligible - uncompensated, Williamson County will offer continuation of coverage through COBRA as of the date your leave becomes FMLA ineligible-uncompensated. The ineligible-uncompensated monthly premiums will remain in effect until December 31, 2018.

If you choose not to continue any of your benefits during the FMLA ineligible-uncompensated leave period, it is your responsibility to contact the Williamson County Benefits Department with 31 days of your return to active status and complete the necessary paperwork to re-enroll. Re-enrollment of benefits is not automatic.

INELIGIBLE UNCOMPENSATED LEAVE-MONTHLY PREMIUMS

	Deductible Plan		Deductible Plan w/HSA		Dental
	OAP	LocalPlusIN	OAP	LocalPlusIN	
Employee Only	\$ 849.33	\$ 808.53	\$ 538.47	\$ 497.67	\$ 29.23
Employee + 1	\$1,779.51	\$1,697.91	\$1,126.70	\$1,045.10	\$ 86.87
Family	\$2,588.04	\$2,506.44	\$1,624.37	\$1,542.77	\$ 86.87

Please direct questions regarding continuation of coverage while on leave to:

Stacy Howald
(615)790-5600
stacyh@williamson-tn.org