



## WILLIAMSON COUNTY GOVERNMENT Benefits Administration

### 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. Employees with leave questions should contact Amy McKinlay at (615) 472-4051.

When your leave is approved, Human Resources will provide your leave information to the Williamson County Benefits Department. The Benefits Department will send a letter to you that is based on your leave type with specific information about the continuation of your 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 any voluntary benefits are discontinued, 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 active status, the Spousal Rule may apply that went into effect January 2, 2007. Any coverage that was terminated while on your leave may resume upon your return to active status by requesting to do so. You are responsible for contacting the Benefits Department within 31 days of your return to active status to complete the necessary steps to re-enroll. Re-enrollment of benefits is not automatic.

#### Family Medical Leave Act (FMLA) Eligible:

- **FMLA Compensated:** If any of your FMLA leave is compensated, Williamson County automatically will continue the benefits in which you are enrolled, and insurance deductions will be taken from your payroll deposit. **The cost of your benefits does not change.**
- **FMLA Uncompensated:** If any of your FMLA leave is uncompensated, you will not receive pay for that timeframe, and your insurance deductions cannot be taken. The Benefits Department will provide information to you about sending in the missed payroll deductions. **The cost of your benefits does not change.**

#### FMLA Ineligible:

- **FMLA Ineligible – Compensated:** In this leave category, Williamson County automatically will continue the benefits in which you are enrolled, and insurance deductions will be taken from your payroll deposit. **The cost of your benefits does not change.**
- **FMLA Ineligible – Uncompensated:** In this leave category, Williamson County will offer continuation of only Medical and Dental coverages through COBRA as of the date that your leave becomes FMLA Ineligible. **The cost of your benefits is different than in other leave categories.** The monthly premiums are listed below. If you choose not to continue Medical or Dental coverages during this type of leave, you are responsible to contact the Benefits Department within 31 days of your return to active status to complete the necessary steps to re-enroll. Re-enrollment of benefits is not automatic.

#### **MONTHLY PREMIUMS WHILE ON FMLA INELIGIBLE UNCOMPENSATED LEAVE effective 1/1/2026.**

	Deductible Plan		Deductible Plan w/HSA		Dental	
	OAP	LocalPlusIN	OAP	LocalPlusIN	DHMO	DPPO
Employee Only	\$ 915.63	\$ 808.53	\$ 604.77	\$ 497.67	\$12.30	\$ 31.76
Employee + 1	\$1,912.11	\$1,697.91	\$1,259.30	\$1,045.10	\$24.91	\$ 73.70
Family	\$2,741.04	\$2,506.44	\$1,777.37	\$1,542.77	\$58.81	\$144.21

Submit questions to the Williamson County Benefits Staff through the [Benefits Communication System](#).