
Memo

DATE: August 18, 2020

TO: Williston Selectboard

FROM: Erik Wells, Town Manager

RE: PERSONNEL POLICY AMENDMENT FOR CONSIDERATION

The following redlined language is offered for consideration in amending the Town's personnel policy:

4.1 Insurance and Related Benefits

4.1.1 Enrollment Policy

All regular full-time employees are eligible to be enrolled in the Town's health, dental, life or long-term disability insurance program, on the first of the month following their date of hire ~~one full month of service~~. Employees may choose to include domestic partners as defined by the Town's insurance carrier, in both their health insurance and dental insurance coverage, provided that 100% of the additional premium is paid by the employee. In the event a family (husband, wife, son, daughter, or step-children) has more than one member who is employed by the Town and if both family members are eligible for any type of insurance coverage the Town provides, the Town is only obligated to purchase one type of each policy for that family. For example, the Town is not obligated to purchase two health insurance plans that cover the same family simply because two family members work for the Town.