

Memorandum



Date: November 23, 2021

To: Department Directors

From: Daniella Levine Cava
Mayor

A handwritten signature in blue ink that reads "Daniella Levine Cava". The signature is written in a cursive, flowing style.

Subject: Health Insurance Eligibility for New Hires

One of the personnel policy changes implemented as a result of the COVID-19 pandemic was to temporarily waive the 60-day waiting period for health insurance eligibility for new hires. The waiting period waiver has been in effect since the beginning of the pandemic and is set to expire on December 31, 2021.

The safety and wellbeing of our employees remains a high priority for me and my Administration; therefore, I would like to implement a permanent change to the Miami-Dade County Health Plan design and remove the 60-day waiting period for health insurance eligibility for new hires. This permanent change to our health plan design will be effective January 1, 2022.

Should you have any questions, please contact Arleene Cuellar, Human Resources Director at (305) 375-1589 or Helena Denham-Carter, HR Division Director, Benefits and Employee Support Services at (305) 375-1638.

- c: Honorable Chairman Jose "Pepe" Diaz
and Members, Board of County Commissioners
Honorable Harvey Ruvin, Clerk, Circuit and County Courts
Honorable Pedro J. Garcia, Property Appraiser
Lazaro Solis, Deputy Property Appraiser
Geri Bonzon-Keenan, County Attorney
Gerald K. Sanchez, First Assistant County Attorney
Jess M. McCarty, Executive Assistant County Attorney
Office of the Mayor Senior Staff
Felix Jimenez, Inspector General
Jose J. Arrojo, Executive Director, Commission on Ethics and Public Trust
Javier A. Betancourt, Executive Director, Citizens' Independent Transportation Trust
Traci Pollock, Special Projects Administrator, Miami-Dade Economic Advocacy Trust
Aileen Bouclé, Executive Director, Transportation Planning Organization
Melissa Adames, Director, Clerk of the Board
Jennifer Moon, Chief, Office of Policy and Budgetary Affairs
Yinka Majekodunmi, Commission Auditor
Departmental Personnel Representatives