

1 **70-62010**

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3 **RESOLUTION: Adopt an Amendment to the 2007**
4 **Winnebago County Handbook of**
5 **Employment Policies Covering**
6 **Appointed Non-Represented Employees**
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9 **TO THE WINNEBAGO COUNTY BOARD OF SUPERVISORS:**

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11 **NOW, THEREFORE, BE IT RESOLVED** by the Winnebago County Board of
12 Supervisors that Chapter 22, Fringe Benefits, Section C, Group Health Insurance of the
13 Winnebago County "Handbook of Employment Policies Covering Appointed Non-Represented
14 Employees" be amended as set forth and described in the document attached hereto.
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16 Submitted by:

17 **PERSONNEL AND FINANCE COMMITTEE**
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25 Committee Vote:

26 **5-0** .
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29 Vote Requirement for Passage:

30 **Majority of Those Present**
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33 Fiscal Note: It is anticipated that there will be fiscal savings with this amendment to the
34 "Handbook of Employment Policies Covering Appointed Non-Represented Employees."
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40 Approved by the Winnebago County Executive this _____ day of

41 _____, 2010.
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44 _____
45 Mark L Harris
Winnebago County Executive

22. FRINGE BENEFITS

SECTION C

GROUP HEALTH INSURANCE. Employees in regular full-time and regular part-time positions (50% or more) may participate in the single or family group health insurance programs sponsored by Winnebago County beginning on the first day of the month following their date of hire. Persons not enrolling at this time may be required to produce evidence of good health at the point of later enrollment. Employees who marry after their date of initial enrollment shall be eligible for family coverage provided that they apply within thirty days of the date of their marriage.

~~Effective with the premium for the month of October, 2003, the level of County participation in the cost of group health premiums shall be 90% of the premium for single, double or family coverage for any of the plans offered by the County and for which an employee may be eligible.~~ **Effective with the October 1, 2010, premium, the County will contribute the following amounts to the cost of each employee's monthly group health insurance premium:**

- A. For those employees participating in any Network Health Insurance Plan offered by the County, an amount equal to 85% of the monthly premium amount of Network Health Insurance Plan 2. The contribution by the County shall be increased to 90% of the monthly premium of Network Health Insurance Plan 2 if the employee and his or her spouse complete an annual Health Risk Assessment offered by the County on or before September 1 of each year.**
- B. For those employees participating in any UMR Health Insurance Plan offered by the County, an amount equal to 85% of the monthly premium amount of UMR Health Insurance Plan 2. The contribution by the County shall be increased to 90% of the monthly premium of UMR Health Insurance Plan 2 if the employee and his or her spouse complete an annual Health Risk Assessment offered by the County on or before September 1 of each year.**
- C. Employees and their spouses must have the Health Risk Assessment performed on or before September 1, 2010, to be eligible for the 90% premium contribution for the October 1, 2010, Plan Year.**
- D. The Health Risk Assessment requirements described in Paragraphs A through C above shall not apply to spouses who are not covered under a Winnebago County sponsored health insurance plan.**

Regular part-time employees shall receive the same benefit on a pro-rata basis. Required employee premium contributions may be processed through payroll deductions and shall be eligible for special treatment under Section 125 of the Internal Revenue Code.

Terminated employees may continue their participation in the group health program in accordance with the COBRA law. Such employees are normally advised of their group health options and contribution requirements at the time of termination.

Employees who retire from County employment and are immediately eligible for a pension under the Wisconsin Retirement System shall have the option of continuing their participation, and that of their spouse and eligible dependents, in any of the group health insurance programs offered by Winnebago County, at their expense, for up to the number of years that they continuously served Winnebago County or until both the employee and spouse have attained the age of sixty-five, whichever affords the longer time frame, but not less than the amount of time provided for under the COBRA Law. This eligibility shall also apply to the spouse and eligible dependents of an employee who dies while employed by Winnebago County.