



AGENDA

Committees on Human Resources
Friday, October 18, 2024, at 10:00 a.m.
Location: 721 Oxford Ave, Eau Claire, WI • Room 3312

A majority of the county board may be in attendance at this meeting, however, only members of the committee may take action on an agenda item.

Join from the meeting link:

<https://eauclairecounty.webex.com/eauclairecounty/j.php?MTID=m968f672a2da30c931aa0b6c3fac16ad3>

Join by meeting number:

Meeting number: 2534 577 0359 Password: YNvJDw5fg57

Join by phone:

Dial in: 415-655-0001 Access Code: 2534 577 0359

1. Call to Order and Confirmation of Meeting Notice
2. Roll call
3. Public Comment
4. Review of meeting minutes – **Discussion/Action**
 - September 20, 2024
5. Health Insurance Presentation - **Discussion**
6. Policy 521: On-call – **Discussion/Action**
7. Benefits policy – **Discussion/Action**
 - Policy 601: Benefits, Health, Dental, Vision Insurance & COBRA
 - Policy 603: Benefits-Other
8. Future Agenda Items
 - Q3 scorecard update
 - Bereavement policy
9. Announcements
10. Adjourn

Prepared by: Samantha Kraegenbrink – Executive Office Administrator

Please note: Upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals through sign language, interpreters or other auxiliary aids. For additional information or to request the service, contact the County ADA Coordinator at 839-7335 (FAX) 839-1669 or (TDD) 839-4735 or by writing to the ADA Coordinator, Human Resources Department, Eau Claire County Courthouse, 721 Oxford Ave., Eau Claire, Wisconsin 54703



MINUTES
Committees on Human Resources
Friday, September 20, 2024, at 9:00 a.m.
Location: 721 Oxford Ave, Eau Claire, WI • Room 3312

Present: Cory Sisk, Heather DeLuka, Larry Hoekstra, Jim Schumacher (9.53 a.m.)

Others: Samantha Kraegenbrink – Committee Clerk, Sharon McIlquham, Kathryn Schauf, Dawn Edlin, Brittany Buhrow, Bethany Bremer, Janet Quinn, Bryan Bessa, Jason Szymanski, Angela Eckman, Sonja Leenhouts (remote), Amy Weiss (remote), Luke Fedie, Angie Weideman, Angie Stokes

Call to Order and Confirmation of Meeting Notice

Vice-chair Hoekstra called the meeting to order at 9:00 a.m. and confirmed meeting notice.

Roll call

Listed above under present.

Public Comment

No members of the public wished to make comment

Review of meeting minutes from August 9, 2024

Motion by Supervisor Sisk. No deletions, corrections, or additions. Minutes approved as presented.

File No. 24-25/074: Resolution abolishing 1.0 (FTE) Crisis Supervisor position and creating 1.0 (FTE) Comprehensive Community Service (CCS) Supervisor position in the Eau Claire County Human Services Department

Motion by Supervisor DeLuka. Angie Weideman and Luke Fedie provided details. All in favor (3-0, 2 absent.)

File No. 24-25/070: Resolution amending sections 2,3,4,5,6,7,8,10,11,12,13, and 14 of the Human Resources Policy 513 – Travel and Reimbursement Policy to update the policy and increase consistency and eliminate ambiguity in application of process

Director Eckman provided overview. Motion by Supervisor Sisk to approve. All in favor (3-0, 2 absent.)

File No. 24-25/071: Resolution amending section 4, 10, 11, and 13 of the Human Resources Policy 425 – Paid Time Off (PTO) to update the policy regarding use of Eau Claire County FMLA PTO, to provide a standard PTO balance to newly hired exempt supervisory personnel, to modify the PTO service credit at hire practice, and to modify the payment upon separation based on years of creditable employment

Director Eckman provided overview. Motion by Supervisor Sisk to approve. All in favor (3-0, 2 absent.)

2025 Personnel Budget

Director Eckman and Administrator Schauf provided overview.

The following positions were discussed with the recommendation noted by the Administrator:

Abolish a 0.50 FTE ADRC Van Driver. Recommendation: Deny

Abolish 1.58 FTE Crisis Response Specialist. Recommendation: Approve

Create a 1.00 FTE General Prosecution Services Manager. Recommendation: Deny

Reclassify two Legal Specialist I to Legal Specialist II in the Clerk of Courts Office. Recommendation: Approve

Hold 1.0 FTE Legal Specialist in the Clerk of Courts Office. Recommendation: Approve

Hold 2.00 FTE Heavy Equipment Operators in the Highway Department. Recommendation: Approve

Hold 1.00 FTE Mechanic in the Highway Department. Recommendation: Approve

Create 1.00 FTE Peer Support Specialist – Initial Assessment in DHS. Recommendation: Approve

Create 1.50 FTE Birth to Three Case Manager (one full-time and one part-time) in DHS. Recommendation: Approve

Create 2.00 FTE CCS Mental Health Professional in DHS. Recommendation: Approve

**Supervisor Schumacher arrived at this time*

Increase two Birth to Three Case Manager 0.34 FTE in DHS. Recommendation: Approve

Increase one CCS Project Coordinator 0.50 FTE in DHS. Recommendation: Approve

Reclassify one Recovery and Justice Service Manager in DHS to Supervisor. Recommendation: Approve

Holdy 1.00 FTE Operations Supervisor in DHS. Recommendation: Approve

Hold 1.00 FTE Discal Associate in DHS. Recommendation: Approve

Hold 2.00 FTE Crisis Socials Worker in DHS. Recommendation: Approve

Hold 1.00 CPS Social Worker in DHS. Recommendation: Approve

Hold 0.75 FTE Juvenile Intake Worker in DHS. Recommendation: Approve

Reclassify the Administrative Associate in IS. Recommendation: Deny

Reclassify the Recycling & Sustainability Program Manager to Program Manager in Planning & Development.
Recommendation: Approve

Hold the Planning Intern in Planning & Development. Recommendation: Approve

Hold 1.00 FTE Environmental Engineer in Planning & Development. Recommendation: Approve

Create 4.00 FTE Correctional Officers in the Sheriff's Office. Recommendation: Deny

Hold 4.00 FTE Correctional Officers in the Sheriff's Office. Recommendation: Approve

Motion to approve as recommended by the action of the County Administrator by Supervisor Sisk. All in favor (4-0, 1 absent.)

Future Agenda Items

- Health Insurance Update

Announcements

The committee had the opportunity to make announcements.

The meeting was adjourned at 10:14 a.m.

Respectfully submitted,

Samantha Kraegenbrink
Committee Clerk, Executive Office Administrator

UNDERSTANDING EAU CLAIRE COUNTY'S STRATEGY ON HEALTH INSURANCE FOR 2025



WHAT MAKES UP THE COST THAT I PAY FOR HEALTH INSURANCE?



1. **Employee Premiums**- The amount that would come out of the employee's paycheck for the health insurance plan they select during open enrollment or upon hire.
2. **Deductible**- The amount the employee pays for covered health care services before your insurance plan starts to pay. After you pay your deductible, you usually pay only a copayment.
3. **Max Out of Pocket Expense (OOP)**- The out-of-pocket maximum is the most that you'll have to pay for covered medical services in a given year.



WHAT ARE THE FOCUS AREAS FOR THE COUNTY WHEN DESIGNING A HEALTH INSURANCE PLAN?



- Managing the cost impact to ALL employees
- Incentivizing plan options that cost the County less.
 - The cost of each insurance plan varies depending on the network, the providers, the services, the negotiated contracts, etc. and that makes up the cost to select that plan. ECC needed to look at ways to incentivize participants who select the option that is more fiscally responsible for the County.
- Maintaining flexibility for employees to choose the plan that is right for them and their families.
 - Many organizations only have 1 plan option.
- Establishes equity in employer dollar amount contributions
 - This is the amount the County pays towards each plan option.



EAU CLAIRE COUNTY HEALTH INSURANCE CONSIDERATIONS

UTILIZATION



Utilization

- Total Employees Taking Health Insurance= 488
 - *This was an increase over last year from 461*
- # of Employees selecting premium plan option= 437
 - *Nearly 90% of employees take the premium plan*

What this means for ECC?

- ECC has continued to exceed it's planned budget for health insurance year after year
- Newer employees are more likely to take our insurance than those employees they replace
- ECC was subsidizing the premium plan at a higher rate than the basic plan causing inequity in the plan design.
 - This was corrected in the 2025 plan

EAU CLAIRE COUNTY HEALTH INSURANCE CONSIDERATIONS

EMPLOYEE COST IMPACTS



Employee Cost Impacts

- % of Employees that meet their deductible each year
 - **18%**- *this has continued to decrease over the last 3 years*
- % of Employees that meet their max out of pocket each year
 - **15.8%**- *down 2% from last year*

What this means for ECC?

- The national average for employees hitting the max exposures is 20%.
- With Eau Claire County proving to be better consumers of healthcare, it is believed that this trend would continue and less employees would meet the deductible.
- This savings allowed ECC to maintain it's HSA (Health Savings Account) contribution of \$750 and \$1,500

EAU CLAIRE COUNTY HEALTH INSURANCE CONSIDERATIONS

COST SAVING ALTERNATIVES



Cost Saving Alternatives

- % of Employees that have utilized the Direct Access Clinic
 - **15.2%**- *this option has zero cost for the employee.*
 - *Eau Claire County pays for this benefit on behalf of all employees regardless of usage*
- # of Employees who have utilized CareMyWay or (telehealth)
 - **Less than 15 per quarter**- *this option has zero cost to the employee and Eau Claire County is fully reimbursed by Security Health Plan*

What this means for ECC?

- Cost saving alternatives are NOT being utilized to the intended capacity
- The County needs to review cost saving alternatives to increase awareness and utilization

BUDGET-


WHAT CAN WE AFFORD?

- Eau Claire County is offering 2 healthcare plan options, and we are unable to afford to subsidize the premium plan at the rate we have been AND maintain the existing workforce with the current services we provide.





WHAT HAVE WE CHOSEN TO INVEST IN?

- **SERVICE-** The full scope of services that we continue to provide our community
- **YOU-** The workforce that we currently have at a rate of pay that is believed to be competitive & fair
- **CHOICE-** The option to choose the plan that's right for you through 2 plan options and 3 coverage tiers (Single, EE+I & Family)
- **AFFORDABILITY-** Eau Claire County has the lowest total employee exposure for the Basic plan in comparison to our surrounding area 

HOW DO WE COMPARE?

Calculating Total Cost Impact=
(Premium + Max Out Of Pocket)- HSA

Information Call Outs!!

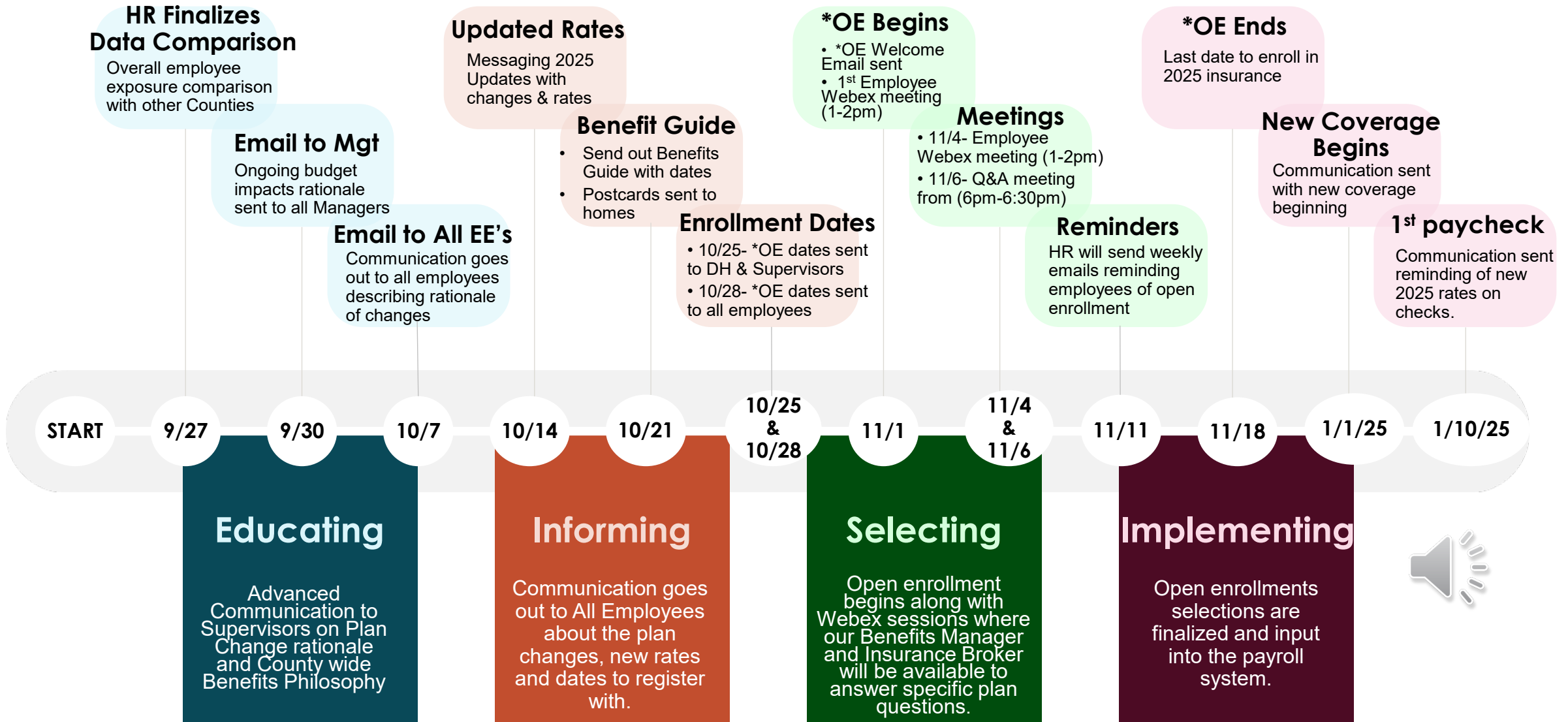
- ECC's Basic plan is the most cost-effective plan in the area
- ECC is one of the few employers who maintains 3 coverage tiers
 - Several employers only have 1 plan option
- While some employers have lower premiums or deductibles, it doesn't necessarily mean the employee cost is less.
- Below reflects the employee's highest potential annual cost of care

Employee Annual Cost	Eau Claire	Chippewa County	St. Croix	Buffalo County	ECASD K-12	LaCrosse County	CFASD K-12	Marathon County	City of EC	Dunn Cty
Single- Basic	\$2,935	NA	\$4,714	\$5,542	\$6,108	\$4,466	NA	\$4,273	\$4,829	\$4,576
Single- Premium	\$5,743	\$9,500	\$5,345	\$5,813	\$8,139	NA	\$5,448	\$4,785	\$4,892	\$4,792
(EE+I)- Basic	\$5,761	NA	NA	NA	\$12,225	NA	NA	\$6,581	\$11,837	NA
(EE+I)- Premium	\$11,358	NA	NA	NA	\$16,470	NA	NA	\$7,809	\$11,974	NA
Family- Basic	\$6,642	NA	\$10,521	\$10,521	\$12,737	\$9,436	NA	\$7,886	\$12,796	\$9,583
Family- Premium	\$12,881	\$12,000	\$10,757	\$10,757	\$17,998	NA	\$11,436	\$9,329	\$12,961	\$9,670

*OE= Open Enrollment

ECC 2025 HEALTH INSURANCE

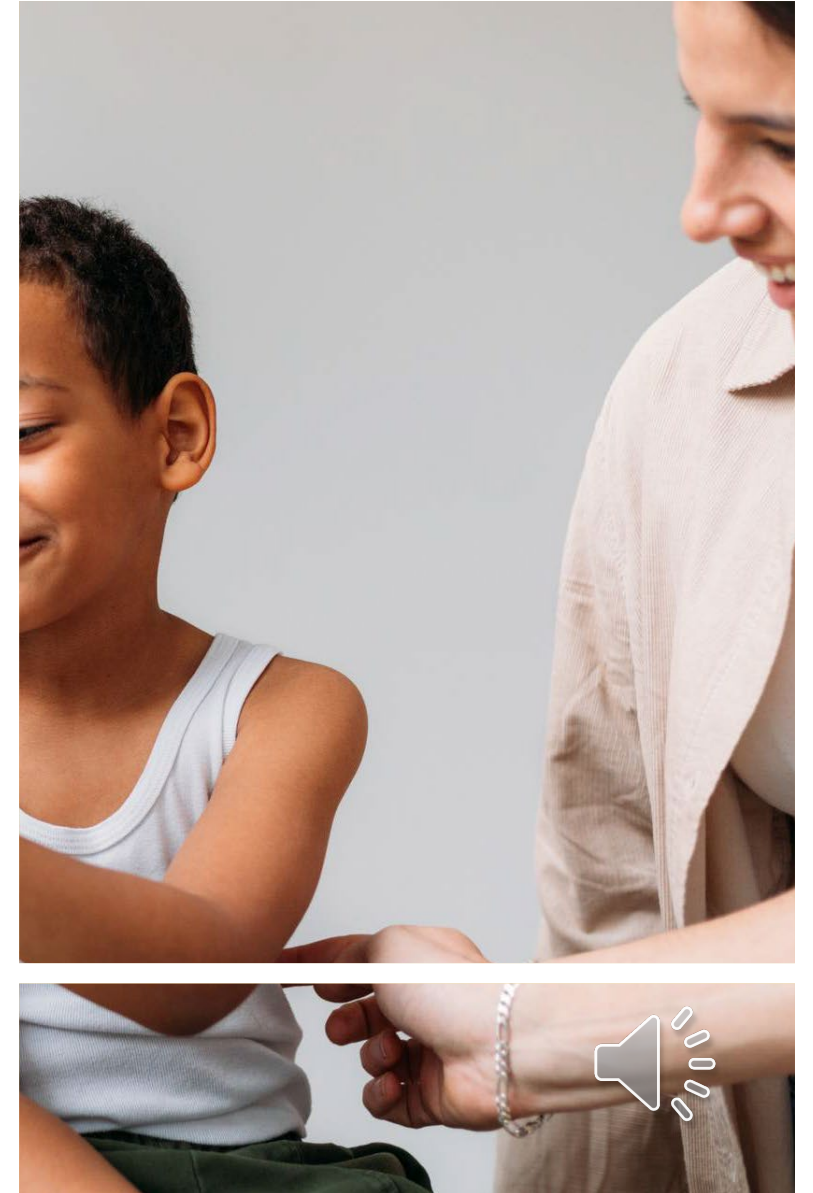
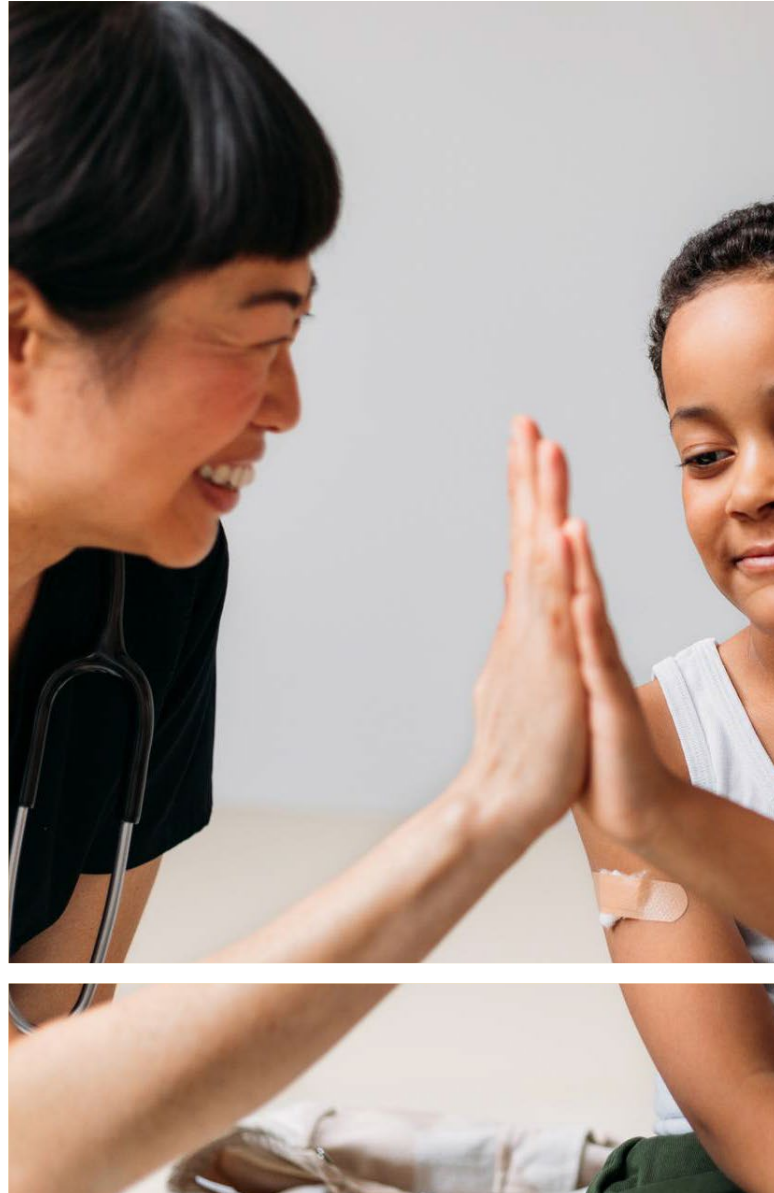
Communication Plan



HEALTHCARE IS EVERYONE'S RESPONSIBILITY

For Benefit Related Questions,

Dawn Edlin- Benefits Manager
Dawn.Edlin@eauclairecounty.gov



Health Insurance Strategy for 2025 (transcript)

Slide 1

Hello, Eau Claire County, this is your Human Resources Director, Angela Eckman, and I wanted to reach out to you today to share some information as it relates to understanding our county strategy on health insurance for the 2025 budget cycle.

Many of you over the next several weeks will be engaging in our open enrollment process and we felt it was very important to share some of the strategic decisions that went along with deciding how we prioritized and how we will continue to support our employees' health insurance needs.

Slide 2

We'd like to start out by making sure that we provide a little more information regarding what makes up the cost that you, as the employee, pay for taking the health insurance option.

The 1st and probably the most familiar to you is the employee premiums. This is the amount that would come out of the employee's paycheck for the health insurance plan that you would select for you and your family during open enrollment or at the time of hire. Here at Eau Claire County, we benefit from every other week pay cycle which makes a total of 26 pay periods throughout the year. Employee premiums are deducted twice a month. Therefore, there are 24 of those 26 pay periods where that premium is deducted, with two of those pay periods being without deductions for 2024. Those two pay periods fell in May and another coming up in November.

The 2nd is referred to as the deductible and this is the amount that the employee pays for covered healthcare services before your insurance starts to pay. After you've paid this deductible amount, you usually pay only a Copayment or any other basic charges that would be associated with your chosen healthcare services.

The third lever is the Max out of pocket expense. This is the maximum amount of money or dollar amount that any individual and or their family would spend for covered medical services in that benefit year. This costing lever may be most familiar to those individuals with frequent healthcare needs, such as those with chronic conditions or those who face serious illnesses.

Slide 3

As you may have heard based on the last slide, there are several different variables that employers need to consider when designing and selecting their healthcare plan options. When selecting the right plan option, we felt it was important to focus on details surrounding how our existing employees are consuming healthcare.

The first one is managing the overall cost impact to employees. We realize it's important to provide options that leverage cost saving alternatives whenever possible to allow our employees the opportunities to consume healthcare while reducing the amount they need to cover out of their own pocket.

The second area of focus is to incentivize plan options that cost the county less and offer the most cost saving solutions to our budget.

The cost of each insurance plan varies, so when Eau Claire County chooses to present 2 plan options, it's important to understand that the charge of those plans to the county also varies.

For example, one app option may cost 100,000 for us to offer, whereas option #2 may cost 200,000.

As a public service organization, it is part of our mission to provide cost effective services and that also applies to how we operate internally. So, with that in mind, we have to ensure that decisions made on how to support each of our healthcare plan options are also made with a high amount of fiscal responsibility in mind.

The third area of focus is how we can preserve our employees right to choose the plan option that is right for them regardless of cost. Many organizations that we've surveyed in the area, including those who have transitioned to self-funding, are limited to only one plan option for 2025. This is something we understood to be a priority in the design process for our employees, so the only way we could preserve this is to ask those that select the premium option to help offset the difference in cost of that selection.

The 4th area of focus is to establish equity in the employee dollar amount that Eau Claire County is contributing to each healthcare plan option. In the previous example that I shared, if Eau Claire County were to contribute an equal percent to each plan option, it could result in a significant difference in the total dollar amount contributed.

For example, 12% of 100,000 is very different than 12% of 200,000, and the amount of money that the organization would be paying is also vastly different. In this example, it's twice the amount of money. It's important that as an organization we are being fair and equitable in how we are allocating and distributing our contributions, regardless of which plan design our employees choose to take.

Slide 4

When making an organizational decision, it's important that you reference specific data that supports the decision that you're making and one of those data points that we chose to evaluate was utilization. Utilization refers to the specific way and amount in which Eau Claire County employees and their families reference our health care plan options as well as the health care plan providers available in our area. If we were to look at this year specifically, we had 488 employees take our health insurance and that number is up from 461 from prior years. If we look at a long-term trend, what we've seen is a steady increase in the amount of people who take our insurance as well as you'll see that nearly 90% of those employees who did take the insurance chose to take the premium plan option. So, what this data tells us is that Eau Claire County has continued to spend an increasingly high dollar amount on healthcare insurance year over year because of the imbalance in our plan selections.

While we've become better consumers of healthcare as it relates to managing our out-of-pocket costs, we continue to have employees select the costliest option available. This trend is also true for our new employees coming to Eau Claire County as employees who are not taking our health insurance exit the organization, they are being replaced with employees who are choosing to participate, therefore increasing our overall cost at a much faster rate than originally planned for this year. It was important that we made an intentional effort to correct the plan designed to help in managing the increasing healthcare costs as well as resolving the contribution in equity that was created with our former plan design.

Slide 5

The other data point of consideration should be the employee cost impacts. This is determined by

taking the utilization rate and relating it to the cost of that utilization and then tying it to a dollar amount.

For example, when we look at the percentage of employees that meet their deductible each year, we found that it represented a total of 18% of employees taking health insurance. This trend has also continued to decrease year over year, demonstrating that Eau Claire County is becoming better consumers of their health care, especially as it relates to the national average, which is 20%.

So, what does this mean for Eau Claire County? It means that employees are having to spend less money out of their own pockets to consume health care services than in previous years. The result of this savings has allowed Eau Claire County to maintain our competitive Health Savings account contribution year over year. This contribution amount is \$750 for single plan options as well as \$1500 for employee plus one and family plans. Without this consumer confidence, we would not have been able to maintain the dollar amounts that we had previously. So, thank you.

Slide 6

Finally, the last data point that we evaluated in this decision is really looking at how our employees are utilizing some of the cost saving alternatives available to them. This is important because it meets our mission of being able to deliver quality services in the most cost-effective way. What we found was that we had an extremely low utilization rate with some of these options.

For example, one of those cost saving alternatives is the Direct Access Clinic. This option has a \$0 cost for the employee and only has a utilization rate of 15.2% of employees who took our health insurance. This option was initially introduced due to the need for individuals with low utilization of healthcare services to be able to reference affordable care without it impacting their deductible. Utilizing this option will allow us to continue to reduce the amount of money that employees are having to spend. This is an investment that Eau Claire County makes regardless of use. This is a cost saving alternative that we have a lot of potential with.

Like any newly adopted services, we've heard feedback regarding opportunity opportunities to improve this service offering to employees and our Benefit Manager has been working diligently with the providers to make some of these requested changes. Additionally, HR is committed to further researching this cost saving strategy to ensure it's meeting the primary needs of our employees.

The second cost saving alternative is Care My Way, otherwise known as telehealth. This option was introduced because individuals were concerned with being able to get into their providers in a reasonable amount of time or at a time that was conducive to their families forcing many after-hours visits or emergency room visits at a more costly service rate than was always necessary. This option has again \$0 cost impact to the employee and any costs assumed by Eau Claire County for this service is fully reimbursed by our security health plan provider. At present, we are seeing a utilization rate of nearly 15 individuals per quarter.

This option not only allows us to reduce the amount of money that employees spend, but also add increased flexibility with 24 hours scheduling and less time needing to be away from work or the need to utilize PTO to meet the healthcare needs of your family. So again, what this tells us is that we've made some cost saving decisions as a county that are not being fully utilized to the intended capacity and we need to look more closely at the marketing, communication and overall employee participation and helping to realize some of these cost saving benefits.

Slide 7

Now that we've discussed strategy, we need to look at budget. The reality is that we've got an extremely high percent of employees who take the premium plan option and that results in an extremely high budget contribution for the county. Eau Claire County understands that having two healthcare plan options is important to you, but we are no longer able to afford to subsidize the premium plan at the rate that we have been and continue to maintain the existing workforce and current services without making some changes to our healthcare plan options.

Slide 8

When we look at an overall budget, there are many variables. Healthcare insurance is one. Others are COLA, merit, increased costs of contracted services, cost of capital projects, workers compensation, FMLA, etcetera. They all represent the budget that we as a community service provider must consider when making priority decisions. The final decision came down to either preserving the current workforce we have and the valuable services we provide our community, or do we continue to offset the health care costs at the same rate we have been?

Administration, Human Resources and Finance determined that the highest priority was preserving our valuable staff and the critical services we offer to our community. It was felt that to eliminate people, entire service areas or crucial services that it would be more harmful to our community than to change our strategy on healthcare contributions.

Slide 9

At the end of the day, we will all utilize healthcare services in our area at one point or another, and when you do, it's still important to make sure that you can do so in a way that is affordable for you and your family with a quality provider. To determine what that should be, HR did a competitive analysis on area employers from neighboring counties as well as other public sector employers.

As previously described, the cost impact to employees, otherwise known as the total cost, than an employee would spend on healthcare for the year, is made-up of three variables. Employee premiums, which is the amount that comes out of your check. And then you have the Max out of pocket, and this is the most cash or maximum amount of money that an employee and their family would pay. And then you subtract any healthcare savings, contributions or deposits that your employer would make.

So, it's very important that when you look at the graph below that you understand how we reached those dollar amounts that you see in front of you. So, you can do a full and accurate comparison of how Eau Claire County's healthcare plan options compare to other counties. For instance, some employers may elect to put more money towards their employee premiums and then not have anything come out of their employee's paycheck. However, those same scenarios are offset with aggressively high deductibles and Max out of pocket maximums.

To fully compare plan costs, it's important that you evaluate all three of these variables because pulling a different lever or adjusting one variable up while adjusting the other down doesn't necessarily mean that the cost is different.

Now let's look at some specific variable outcomes. I'd like to draw your attention to the highlighted pieces on the slide. What you'll see is that for our single basic plan, we are the lowest in any other organization that we surveyed.

Even for the employee plus one and family basic plan, Eau Claire County is extremely competitive in comparison to even the lowest alternative by over \$1000. Now again, when we recall the previous slide, we understand that we had an extremely high percentage of our workforce choosing the premium plan option. So, while we stated before that we cannot continue to afford to contribute at the same rate, what we did want to make sure is that we pulled the necessary levers that still allowed this to be an option that was as close to other county options as possible based on what we had to use for an available budget.

The third highlighted piece that I want to draw your attention to is the employee plus one category. We have a very high utilization within this type or category. Many employers eliminate that option, forcing people into one or the other. We've chosen to maintain this based on the demographic breakdown and the utilization breakdown of our workforce. This provides employees in different family scenarios or different domestic scenarios more options on what they can choose for healthcare.

Slide 10

Over the next few weeks, HRs Benefit Manager Dawn Edlin, will be sending multiple communications regarding the open enrollment process, including specific rates. We have developed a comprehensive communication plan that will include a variety of e-mail sends and reminders, including several Webex or virtual opportunities where you can ask specific questions about your personal health care needs as well as information will be placed on our employee gateway site that you can go to and access.

We understand your next likely question is what are the specific rates? This information will be provided you to you within the next week.

Our intent of sharing this presentation ahead of time was just to let you know a little bit about the philosophy, the strategies and the thought behind the healthcare plan scenarios that were made available for you this year. It is very important to Eau Claire County that we provide a healthcare plan option that's quality healthcare at an affordable price. We realize that every healthcare plan journey is different. There's no one-size-fits-all for any plan, but it was carefully and strategically evaluated to determine which plan options would be the best for you.

Slide 11

We hope you found this presentation valuable, and it we hope that the health insurance options best serve you and your family's needs. If you have any further questions that are benefit related, please direct them to Dawn Edlin and she will be happy to assist you.

Thank you and have a great week!

Facts Summary for Proposed Policy 521: On Call Pay

During the most recent compensation project, HR started to take a deeper dive into the related policies that impact on the overall compensation plan for the County.

In reviewing the current Policy 521, On Call Pay, it was found that the County was currently compensating on-call staffing needs in a variety of ways including hourly, daily and weekly. Additionally, the Policy had not been reviewed since January 2018 and was long overdue for re-evaluation.

To complete this evaluation, HR invited Department Heads of those departments where on-call staff were active to discuss the following:

- 1- Which staff were identified to do the work and what were their employee classifications?
- 2- How was the work being performed and how was it being scheduled?
- 3- What were the response criteria?
- 4- Were there struggles in getting staff assigned this work?

From there, the HR department did an analysis, referencing updated policies from other neighboring Counties as well as consulted with a Third-Party consultant to validate employee classification requirements. HR brought this same group back together and proposed the recommended solution.

- Create a standardized daily rate going from:
 - Weeknights: ~~\$30.00~~ \$40 day
 - Weekends: ~~\$48.00~~ \$60 day
 - Holidays: ~~\$60.00~~ \$100 day
- Adding a differentiation between how exempt staff (salaried) and non-exempt (hourly) are being incentivized.
- Working with Department Heads on best practices for scheduling & employee time management

This recommendation comes with realizing the following benefits:

- Provides consistency across all departments in the County, eliminates implied bias on how certain categories of work are being incentivized.
- Increase operational efficiencies by eliminating the need for employees to enter 2-3 different pay codes for each pay period and for Finance having to calculate on-call work differently based on individual department amounts and strategies.
- Brings the County to compliance with the FLSA (Fair Labor Standards Act) that defines how each employee classification can be compensated.
- Increases the daily pay amounts to be more competitive with the local market and helps with employee assignment and scheduling.
- Requests an increase of **\$22,037**, of which **(\$5,871)** can be billed back through grants leaving a net increased ask of **\$16,166**.
- Offers increased opportunities for the County to add more support in Parks & Forest and increase our service offers to the community by offering response to summer camping needs.

Breakdown of Departmental Impacts:

Departments	2023 On-Call Pay			Proposed Policy*			variance	
	On-Call Rate Pay	Worked On-Call	Total Cost	On-Call Rate Pay^	Worked On-Call	Total Cost		
Airport				\$ -	\$ -	\$ -	\$ -	
*Facilities- <i>*rate last updated 2009</i>	5,200	1,736	6,936	17,340	-	17,340	10,404	
Parks & Forest	5,476	-	5,476	8,670	-	8,670	3,194	
DHS Family Services	12,462	9,390	21,852	24,420	-	24,420	2,568	
Juvenile Detention	-	-	-	-	-	-	-	
Highway	6,240	\$5,228.71	11,469	17,340	-	17,340	5,871	(5,871)
Total	\$29,378	\$ 16,355	\$ 45,733	\$ 67,770	\$ -	\$ 67,770	\$ 16,166	Non-Levy

For the purposes of calculating the fiscal impact for the policy change, worked on-call hours are assumed to be the same for all departments except DHS. DHS staff are exempt, and so will not be compensated for hours worked when called-in.

^# of individuals on-call: assumed to be 1 per department/day

***Proposed Policy**
Standard daily on-call rates for all departments

	Rate	# of Days in Year~	per employee on-call	DHS	Rate	# of Days in Year~	per employee on-call
Weekday (Monday-Friday)	\$ 40.00	250	\$ 10,000		\$ 60.00	250	\$ 15,000
Weekend (Saturday-Sunday)	\$ 60.00	104	6,240		\$ 80.00	104	8,320
Holiday	\$100.00	11	1,100		\$ 100.00	11	1,100
Total		365	\$ 17,340			365	\$24,420

Facilities- Currently paying \$100/week and haven't been updated since 2009. Local comparable's recommended an increase to \$250-300/ week. This would have resulted in an increase to \$17,340-\$20,808, which is in line with the new proposal and makes scheduling easier.

Parks & Forest- The current on-call pay is for the Park Rangers and when they need to open and close the dam based on water levels. This is currently paid for on an hourly basis but can last over several days so it is believed that the daily rate would be more appropriate. Additionally, this would be looking to allow for a current employee to be put on-call for seasonal camping needs.

DHS- the current pay methodology regarding how on-call staff were being paid putting us out of compliance with FLSA standards as the individuals needing to be on-call were exempt status or (salaried) and then receiving a daily on-call rate as well as an hourly rate for hours worked. Based on the requirements, exempt (salaried) staff are not eligible for hourly incentives on top of their salary. To better understand the competitive landscape of this, HR evaluated other surrounding counties that would have similar on-call needs and what we found is that the level of work that is consistently required for this type of on-call situation was vastly different to that of the needs-based scenarios from other departments. For example, DHS employees are required to take child protective services reports from law enforcement and assess and provide preliminary safety screening decisions. They are required to take the same day response due to imminent safety concerns including protective planning and/or temporary physical custody and child placement. They must take after-hours referrals for youth who have committed crimes or are in violation of court order and are posing imminent risk to public safety or are unable to return to their homes. They may also be required to address the safety of the community and the youth by creating a safety plan that may involve out of home placement, a community or family-based safety plan or placement at the Juvenile Detention Center. Additionally, the on-call work requires additional training and expertise across WI Chapters 48 and 938, requiring the successful completion of Juvenile Court intake training, social work certification, proficient in minimal facts interviews, in person response, and successful completion of child welfare core training. These requirements are specialized positions and are not required of all DHS staff. This group performs very sensitive and important work centered on the safety of the children and families on our community. On call shifts are completely unpredictable and on

any given shift a worker must be able to respond, sometimes for several hours or most of a weekend, to address allegations as severe as babies with abuse related head trauma reporting to the ER, child death situations, youth who have committed severe crimes, parents who have overdosed leaving children without caregivers. In consideration of the increased requirements for on-call work within this specialty area, it was determined that additional incentives be provided and the evaluation indicated that the County most comparable to this type of on-call work was LaCrosse County and the proposed increased rates reflect those competitive rates.

- Create a standardized daily rate going from:
 - Weeknights: ~~\$30.00~~ \$60 day
 - Weekends: ~~\$48.00~~ \$80 day
 - Holidays: ~~\$60.00~~ \$100 day

Highway- current policy & process has exempt managerial staff positioned for on-call, which does not support the intent of on-call work. The new policy would require identification and equal rotation within the department, along with added incentive. Total amount of on-call work is grant funded and reimbursable by the state.

Since HR would be eliminating the individual department breakdowns (except for DHS), we are recommending a re-writing of the entire policy as opposed to striking through each individual area.

Thanks for your consideration of this proposed policy.

Angela Eckman

Human Resources Director

POLICY 521 ON CALL PAY

1. **Purpose.** To provide fair and appropriate pay incentives to employees who have job responsibilities that require them to be available to respond for emergency or non-scheduled shifts to maintain successful County operations.
2. On call pay. One employee from any department assigned as the primary on-call person will be available for emergency work evenings, weekends, and for all county recognized policy (please reference holiday policy 403). Shifts will be assigned based on department needs.
 - 2.1 Exempt employees assigned as the on-call person will receive pay as follows:
 - Weeknights: \$40.00 day
 - Weekends (Saturday/Sunday): \$60.00 day
 - Holidays: \$100.00 day
 - 2.2 Human Services Department
 - 2.2.1 Eligible staff in Human Services assigned to be the primary on-call person will be available for emergency work evenings and weekends and for all legal holidays. One employee will be assigned to be the primary on-call person each day.
 - 2.2.2 Employees assigned as the on-call person will receive pay as follows:
 - Weeknights: \$60.00 day
 - Weekends (Saturday/Sunday): \$80.00 day
 - Holidays: \$100.00 day
 - 2.3 Non-exempt hourly employees assigned as the on-call person will receive pay as follows:
 - 2.3.1 When an employee is scheduled to be the assigned on-call person they will receive their on-call daily rate.
 - 2.3.2 When an employee is called in during their on-call shift they will receive their normal hourly rate of pay with a minimum of 2 hours given.
 - 2.3.3 When an employee is called during their on-call shift they will receive their normal hourly rate of pay with a minimum of 15 minutes given.

POLICY 521 ON CALL PAY

Effective Date: January 1, 2012

Revised Date: Sept. 2016, Nov. 2017, Jan. 2018, Oct. 2024

Eau Claire County
Employee Policy Manual

**POLICY 601 BENEFITS - HEALTH ~~INSURANCE~~, DENTAL, ~~INSURANCE~~ VISION
INSURANCE & COBRA**

1. **Purpose.** To provide group health, ~~and~~ dental, and vision insurance to those employees who qualify for coverage.
2. Coverage.
 - 2.1 The design and selection of health/dental/vision care plans is reviewed by the Committee on an annual basis consistent with applicable state, federal and insurance regulations. Employees will receive notification of the health/dental/vision plan(s) as adopted as part of the county budget.
3. Eligibility/Health, Dental and Vision Insurance Plan(s).
 - 3.1 Full-time employees (as defined in Eau Claire County Policy 001 Definitions) who qualify for coverage may participate in the Health, Dental and Vision Insurance Plan(s). Eligible employees will contribute, and the County will contribute, to the costs for the ~~Health~~-Insurance Plan(s).
 - 3.2 The County will make an offer of Health, Dental and Vision Insurance to any regular status employee working 30+hours/week who becomes eligible under the Affordable Care Act. The measurement period will be defined as November through October.
4. Effective Date.
 - 4.1 ~~Health~~-Insurance coverage will be effective the 1st day of the month following the month of hire, provided the employee has completed an application. Employees not applying ~~during probation within 30 days of hire~~ may subsequently attain coverage only at open enrollment or by experiencing a qualifying event.

~~5. Incentive Payment.~~

~~5.1 Eligible employees electing to waive the county health insurance plan, who prove that they, their spouse, and dependents have health insurance coverage from another source, will be compensated by the county in the amount of \$50 or \$100 per month depending upon single or family coverage. Eligible employees electing to take a single health insurance plan and who prove that their spouse and dependents have health insurance coverage from another source will be compensated by the county in the amount of \$50 per month. Eligible~~

POLICY 601 BENEFITS – HEALTH INSURANCE, DENTAL INSURANCE & COBRA

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

~~employees opting to delete or reduce coverage must inform the county in writing within 30 days of the effective date of this change.~~

6.5. Payment of Employee Share of Premium.

~~6.15.1~~ Any employee required to pay all or any portion of the ~~health~~ insurance premium will make such payment by payroll deduction, except as provided in ~~7.8~~.

7.6. Spouse also Employee.

~~7.16.1~~ The county will provide coverage ~~as employee and spouse elects, with the exception of double coverage. under only 1 family plan or 2 single plans when spouses are county employees.~~

8.7. Coverage upon separation.

~~8.17.1~~ Employees ~~who separate~~ ~~discharged~~ will have insurance coverage only through the month in which the ~~discharge~~ ~~separation~~ is effective.

~~8.27.2~~ Employees on unpaid leave ~~or layoff, and retired employees or their surviving spouses~~ may continue insurance under the county plans by remitting monthly premiums by check or money order ~~to the insurance company. Insurance will be canceled if the employee or retiree fails to remit payment upon notice of delinquency.~~ Employees on ~~unpaid leave~~ FMLA will continue to pay their contribution, but will be allowed a 30-day grace period to pay and the county will give a 15 day notice of intent to cancel. ~~Insurance will be canceled if the employee fails to remit payment upon notice of delinquency.~~

~~8.2.17.2.1~~ No cost of any part of the ~~health~~ insurance plan, including but not limited to, deductibles, co-pays, co-insurance, etc. will be reimbursed or paid for by the County.

~~8.2.27.2.2~~ Continuing insurance means whatever plan election is chosen at the time of ~~separation~~ ~~retirement~~. No changes to increase the number of dependents will be permitted after the initial election.

~~Employees receiving worker's compensation payments will continue to be responsible for the employee portion of their benefit elections:~~

~~8.37.3~~ Waiver of Coverage.

~~8.47.3.1~~ Any employee who is eligible to be covered by ~~group health~~ insurance who fail to apply for coverage will be considered to have

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POLICY 601 BENEFITS – HEALTH INSURANCE, DENTAL INSURANCE & COBRA

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

~~waived coverage. Affected employees will be notified of said constructive waiver and may, within 10 days of such notice, cancel the constructive waiver by submitting an application for health insurance coverage to the human resources department.~~

~~8.57.3.2~~ During open enrollment or when an employee experiences a ~~change in status~~ qualifying event the employee may elect to decline or cancel ~~health~~ insurance coverage by ~~signing and returning a waiver form provided by the human resources department.~~ completing the established enrollment procedure timely.

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~~8.6~~ — A waiver will be effective upon receipt by the human resources department or, in the case of cancellation, on the day of the month following receipt by the human resources department. Any waiver may be withdrawn prior to its effective date.

~~9.8.~~ Group Dental Plan. ~~The County will make available a group dental plan.~~

~~9.1~~ — The following applies to employees in regular full-time positions, except those mentioned in 9.2.

~~9.1.1~~ — Employees who participate in the dental plan will pay the entire premium.

~~9.1.2~~ — Open Enrollment. Employees covered by the dental plans may elect to change from one to another annually during the period of December 1-15, effective on the following January 1.

~~9.1.3~~ — Coverage. Coverage will only be provided under one family plan or two single plans when both spouses are County employees.

~~9.28.1~~ The following applies to Jail Employees, Civilian Jail Sergeants, Detective Sergeants, Sergeants, Airport Maintenance & Airport Custodial employees.

~~9.2.1~~ — The employee will pay 10 percent of the dental premium.

~~9.2.2~~ — Open Enrollment. Employees covered by authorized plans may elect to change from one to another annually during the period of December 1-15, effective on the following January 1.

POLICY 601 BENEFITS – HEALTH INSURANCE, DENTAL INSURANCE & COBRA

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

~~9.2.3 Coverage will only be provided under one (1) family plan or two (2) single plans when spouses are both County employees.~~

~~9.2.48.1.1 The grandfathered agreement for Employees hired ~~on or~~ after before January 1, 2012, in which the employee paid 20 percent of the dental premium, will not receive the employer contribution to the provided dental plan. has ended effective 12/31/2023.~~

10.9. Insurance Continuation ("COBRA").

10.19.1 Under state law and the Federal Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA") and subsequent amendments to the Act, employees covered under an employer's group health care plans are eligible for continuation of health care coverage under the group plans upon the employee's termination (except for gross misconduct) or reduction in hours. COBRA regulations also allow the employee's spouse and covered dependents to elect continuation coverage upon the employee's death, divorce or legal separation, an employee's entitlement to Medicare, a dependent's loss of dependent status under family coverage, or the employer's filing of a bankruptcy proceeding.

10.29.2 All employees, as well as their qualified dependents, will receive notice of mandated insurance continuation benefits at the time of hire or whenever the plan coverage for the employee begins. If a qualifying event occurs which entitles the employee and/or qualified dependents to continuation coverage, the plan administrator will notify the qualified beneficiaries of their right to elect continuation coverage. Unless otherwise agreed, continued participation is solely at the participant's expense.

10.39.3 For additional details regarding coverage and premium contributions, contact a member of the ~~payroll~~ Human Resources team.

POLICY 601 BENEFITS – HEALTH INSURANCE, DENTAL INSURANCE & COBRA

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

POLICY 601 BENEFITS - HEALTH, DENTAL, VISION INSURANCE & COBRA

1. **Purpose.** To provide group health, dental, and vision insurance to those employees who qualify for coverage.
2. Coverage.
 - 2.1 The design and selection of health/dental/vision care plans is reviewed by the Committee on an annual basis consistent with applicable state, federal and insurance regulations. Employees will receive notification of the health/dental/vision plan(s) as adopted as part of the county budget.
3. Eligibility/Health, Dental and Vision Insurance Plan(s).
 - 3.1 Full-time employees (as defined in Eau Claire County Policy 001 Definitions) who qualify for coverage may participate in the Health, Dental and Vision Insurance Plan(s). Eligible employees will contribute, and the County will contribute, to the costs for the Insurance Plan(s).
 - 3.2 The County will make an offer of Health, Dental and Vision Insurance to any regular status employee working 30+hours/week who becomes eligible under the Affordable Care Act. The measurement period will be defined as November through October.
4. Effective Date.
 - 4.1 Insurance coverage will be effective the 1st day of the month following the month of hire, provided the employee has completed an application. Employees not applying within 30 days of hire may subsequently attain coverage only at open enrollment or by experiencing a qualifying event.
5. Payment of Employee Share of Premium.
 - 5.1 Any employee required to pay all or any portion of the insurance premium will make such payment by payroll deduction, except as provided in 7.
6. Spouse also Employee.
 - 6.1 The county will provide coverage as employee and spouse elects, with the exception of double coverage.

POLICY 601 BENEFITS – HEALTH INSURANCE, DENTAL INSURANCE & COBRA

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

7. Coverage upon separation.
 - 7.1 Employees who separate will have insurance coverage only through the month in which the separation is effective.
 - 7.2 Employees on unpaid leave may continue insurance under the county plans by remitting monthly premiums by check or money order. Employees on unpaid leave will continue to pay their contribution, but will be allowed a 30-day grace period to pay and the county will give a 15 day notice of intent to cancel. Insurance will be canceled if the employee fails to remit payment upon notice of delinquency.
 - 7.2.1 No cost of any part of the insurance plan, including but not limited to, deductibles, co-pays, co-insurance, etc. will be reimbursed or paid for by the County.
 - 7.2.2 Continuing insurance means whatever plan election is chosen at the time of separation. No changes to increase the number of dependents will be permitted after the initial election.
 - 7.3 Waiver of Coverage.
 - 7.3.1 Any employee who is eligible to be covered by insurance who fail to apply for coverage will be considered to have waived coverage..
 - 7.3.2 During open enrollment or when an employee experiences a qualifying event the employee may elect to decline or cancel insurance coverage by completing the established enrollment procedure timely.
8. Group Dental Plan.
 - 8.1 The following applies to Jail Employees, Civilian Jail Sergeants, Detective Sergeants, Sergeants, Airport Maintenance & Airport Custodial employees.
 - 8.1.1 The grandfathered agreement for employees hired before January 1, 2012, in which the employee paid 20 percent of the dental premium, has ended effective 12/31/2023.

POLICY 601 BENEFITS – HEALTH INSURANCE, DENTAL INSURANCE & COBRA

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

9. Insurance Continuation (“COBRA”).

- 9.1 Under state law and the Federal Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA") and subsequent amendments to the Act, employees covered under an employer's group health care plans are eligible for continuation of health care coverage under the group plans upon the employee's termination (except for gross misconduct) or reduction in hours. COBRA regulations also allow the employee's spouse and covered dependents to elect continuation coverage upon the employee's death, divorce or legal separation, an employee's entitlement to Medicare, a dependent's loss of dependent status under family coverage, or the employer's filing of a bankruptcy proceeding.
- 9.2 All employees, as well as their qualified dependents, will receive notice of mandated insurance continuation benefits at the time of hire or whenever the plan coverage for the employee begins. If a qualifying event occurs which entitles the employee and/or qualified dependents to continuation coverage, the plan administrator will notify the qualified beneficiaries of their right to elect continuation coverage. Unless otherwise agreed, continued participation is solely at the participant's expense.
- 9.3 For additional details regarding coverage and premium contributions, contact a member of the Human Resources team.

POLICY 603 BENEFITS – OTHER

1. **Purpose.** The Committee will approve the design and selection of benefits based upon recommendation from the County Administrator and HR Department. Employees will be notified of any such changes.

2. Types of Insurance that may be provided.

2.1 Group life insurance.

2.1.1 The county will ~~participate in the offer Wisconsin Group basic and supplemental Life Insurance Programs, as provided in Wis. Stat. § 40.70 through 40.74.~~ All regular employees ~~and elected officers~~ will be eligible to participate, ~~except those who have elected to waive said insurance.~~

~~2.1.2 The maximum post retirement reduction of insurance for employees or elected officers will be 75 percent of the insurance in force at the time of retirement.~~

~~2.1.3~~ 2.1.2 Effective January 1, 1983, ~~t~~he county will ~~offer~~ participate in the group Spouse and Dependent Life Insurance Programs pursuant to the provisions of Wis. Admin. Code Ch. ETF 60 for its eligible employees ~~and elected officers~~ with the total cost paid by the employee ~~or elected officer~~.

~~2.1.4~~ 2.1.3 The employee ~~or elected officer~~ share of the premium for insurance provided in this section will be paid ~~by~~ through payroll deduction.

~~2.1.5 Effective July 1, 1984, the county will participate in the additional group life insurance program pursuant to the provisions of Wis. Stat. § 40.03(6)(b) for its eligible employees and elected officials with the total cost paid by the employee or elected official.~~

~~2.1.6 Effective July 1, 1995, the county will participate in the supplemental group life insurance program pursuant to the provisions of Wis. Stat. § 40.03(6)(b) for its eligible employees and elected officials with the total cost paid by the employee or elected official.~~

~~2.1.7 Effective February 1, 1998, the county will participate in the additional group life insurance program pursuant to the provisions of Wis. Stat.~~

POLICY 603 BENEFITS – OTHER

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

~~§ 40.03(6)(b) for its eligible employees and elected officials with the total cost paid by the employee or elected official.~~

2.2 Social Security. The county will provide social security coverage to all employees under the Federal Old Age, Survivors, Disability and Health Insurance System pursuant to the provisions of Wis. Stat. § 40.41 (1), except for exemptions provided by law.

2.3 Deferred Compensation. All eligible county employees ~~and elected officers~~ will be afforded the opportunity to voluntarily participate in the Eau Claire County employees 457(b) deferred compensation plan, 457 Roth or Roth IRA pursuant to the rules, terms and conditions outlined in the plan.

2.4 ~~Roth IRAs. The County will make deductions for Roth IRAs through a provider designated by the county for employees who wish to enroll.~~

~~2.5 Coverdell IRA. The County will make deductions for Roth IRAs through a provider designated by the county for employees who wish to enroll.~~

~~2.6.5~~ EdVest college savings program. The County will make available the EdVest Section 529 college savings program. ~~Please visit www.edvest.com for information on how to enroll.~~

~~2.7~~ Group disability plan. The County will offer a group long-term disability plan and a group short-term disability plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following employment hire. Employees initially waiving coverage may apply at open enrollment and complete an evidence of insurability.

~~2.8~~ Whole 8 Permanent life insurance plan. The County will offer a ~~whole permanent~~ life insurance plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment and complete an evidence of insurability. ~~Enrollment will only be available during the annual open enrollment period.~~

2.9 Flexible spending account. Pretax deductions for flexible spending accounts for dependent care expenses and unreimbursed medical expenses will be allowed if, and only if, there is enough employee participation so there is no net cost to the county. Newly hired employees may participate in the flexible spending account upon the first of the month following ~~date of~~ hire. This benefit is eligible for all regular status employees, who work 30+ hours a week who become eligible under the Affordable Care Act. ~~Employees not applying during the enrollment period the enrollment~~

POLICY 603 BENEFITS – OTHER

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

~~period may subsequently attain coverage only at open enrollment or by experiencing a qualifying event, and are also eligible for health insurance benefits.~~

POLICY 603 BENEFITS – OTHER

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

2.10 Health trust account.

Commented [DE1]: We also want to allow Ees with PTO balances above 400 hours to defer into an HRA.

~~2.6.12.5.1~~ Pursuant to Section 106 of the Internal Revenue Code of 1986 as amended, the County will make available a health trust account, also referred to as a post-employment health plan. Employer contributions are allowed to a designated post-employment health plan (health trust account) at no administrative cost to the Employer. The Employer's contribution on behalf of its employees will be limited to the paid time off and/or extended leave bank payout to retiring or terminating employees, and pursuant to policy 503 and 425. There will be no further contributions or fees paid by the Employer.

~~2.6.2 — If the health plan design includes an HRA deductible reimbursement account, any portion not reimbursed will be rolled over into the eligible employee's post-employment health plan as per Policy 425 — "Payment Upon Separation". Employees must be enrolled in the health plan for the full calendar year to be eligible for this post-employment health plan contribution.~~

~~2.6.3 — Employees separating from Eau Claire County may have a portion of their unused paid time off and/or extended leave bank paid or rolled over and deposited into the health trust account upon terminating as per Policy 425.~~

~~2.6.4 —~~

~~2.11 Vision Insurance. All eligible county employees and elected officers will be afforded the opportunity to voluntarily participate in the Eau Claire County vision plan pursuant to the rules, terms and conditions outlined in the plan.~~

POLICY 603 BENEFITS – OTHER

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

2.12 Accident Insurance. The County will offer a group accident insurance plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following employment hire. Employees initially waiving coverage may apply at open enrollment.

2.13 Critical Illness Insurance. The County will offer a group critical illness insurance plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following employment hire. Employees initially waiving coverage may apply at open enrollment.

2.14 Prepaid Legal. The County will offer a group prepaid legal plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment.

2.15 Identity Theft Protection. The County will offer a group identity theft protection plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment.

2.16 Genomic Testing. The County will offer a group genomic testing and counseling plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment.

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POLICY 603 BENEFITS – OTHER

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

POLICY 603 BENEFITS – OTHER

1. **Purpose.** The Committee will approve the design and selection of benefits based upon recommendation from the County Administrator and HR Department. Employees will be notified of any such changes.
2. Types of Insurance that may be provided.
 - 2.1 Group life insurance.
 - 2.1.1 The county will offer group basic and supplemental life insurance programs. All regular employees will be eligible to participate.
 - 2.1.2 The county will offer group spouse and dependent life insurance programs for its eligible employees with the total cost paid by the employee.
 - 2.1.3 The employee share of the premium for insurance provided in this section will be paid through payroll deduction.
 - 2.2 Social Security. The county will provide social security coverage to all employees under the Federal Old Age, Survivors, Disability and Health Insurance System pursuant to the provisions of Wis. Stat. § 40.41 (1), except for exemptions provided by law.
 - 2.3 Deferred Compensation. All eligible county employees will be afforded the opportunity to voluntarily participate in the Eau Claire County employees 457(b) deferred compensation plan, 457 Roth or Roth IRA pursuant to the rules, terms and conditions outlined in the plan.
 - 2.4
 - 2.5 EdVest college savings program. The County will make available the EdVest 529 college savings program.

2.7 Group disability plan. The County will offer a group long-term disability plan and a group short-term disability plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment and complete an evidence of insurability.

POLICY 603 BENEFITS – OTHER

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

2.8 Permanent life insurance plan. The County will offer a permanent life insurance plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment and complete an evidence of insurability.

2.9 Flexible spending account. Pretax deductions for flexible spending accounts for dependent care expenses and unreimbursed medical expenses will be allowed if, and only if, there is enough employee participation so there is no net cost to the county. Newly hired employees may participate in the flexible spending account upon the first of the month following hire. This benefit is eligible for all regular status employees, who work 30+ hours a week who become eligible under the Affordable Care Act. Employees not applying during the enrollment period may subsequently attain coverage only at open enrollment or by experiencing a qualifying event.

POLICY 603 BENEFITS – OTHER

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

2.10 Health trust account.

- 2.5.1 Pursuant to Section 106 of the Internal Revenue Code of 1986 as amended, the County will make available a health trust account, also referred to as a post-employment health plan. Employer contributions are allowed to a designated post-employment health plan (health trust account) at no administrative cost to the Employer. The Employer's contribution on behalf of its employees will be limited to the paid time off and/or extended leave bank payout to retiring or terminating employees, and pursuant to policy 503 and 425. There will be no further contributions or fees paid by the Employer.

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POLICY 603 BENEFITS – OTHER

Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

Eau Claire County
Employee Policy Manual

- 2.12 Accident Insurance. The County will offer a group accident insurance plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment.
- 2.13 Critical Illness Insurance. The County will offer a group critical illness insurance plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment.
- 2.14 Prepaid Legal. The County will offer a group prepaid legal plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment.
- 2.15 Identity Theft Protection. The County will offer a group identity theft protection plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment.
- 2.16 Genomic Testing. The County will offer a group genomic testing and counseling plan. Employees will be solely responsible for making all premium payments. Employees working 20 or more hours per week are eligible to participate the first of the month following hire. Employees initially waiving coverage may apply at open enrollment.

POLICY 603 BENEFITS – OTHER

Effective Date: January 1, 2012

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Eau Claire County
Employee Policy Manual