

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 Wisconsin Group Life Insurance Program 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 Effective January 1, 1983, the county will participate in the Spouse and Dependent Life Insurance Program 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 The employee or elected officer share of the premium for insurance provided in this section will be paid by 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. § 40.03(6)(b) for its eligible employees and elected officials with the total cost paid by the employee or elected official.

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Effective Date: January 1, 2012

Revised Date: January 2017, February 2018

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- 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 deferred compensation plan 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 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. (
- 2.8 Whole life insurance plan. The County will offer a whole 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. 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 and are also eligible for health insurance benefits.

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2.10 Health trust account.

- 2.6.1 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. 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.

- 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.
- 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.