



BOARD OF TRUSTEES
Special Meeting Agenda
205 East State Street
OCTOBER 8, 2021 2:00 p.m.

1. Roll Call
2. **Decision:** Review and approval of changes to Marshalltown Water Works Employee Handbook re: Group Insurance Benefits

IV. EMPLOYEE BENEFITS

GROUP INSURANCE BENEFITS

Employees will be eligible for group medical and life insurance benefits after sixty (60) days of employment. The Utility has the sole discretion to determine what insurance benefits will be provided and the level of benefits to be offered, except as regulated by the union contract. The Utility may from time to time change insurance carriers or self-fund any of its insurance programs if it elects to do so, as long as comparable benefit levels are maintained.

The employee may be required to pay a portion of the cost of coverage for group medical and life insurance benefits. The Utility will establish a qualified salary reduction plan, to the extent permitted by Section 125 of the Internal Revenue Code, for the purpose of enabling employees to use pre-tax dollars to pay their portion, if any, of medical and/or dental insurance premiums.

Any questions concerning the Utility's benefit programs should be directed to your immediate supervisor or the General Manager. The Utility shall not pay the premium for duplicate benefit plans, i.e. if two married employees are both covered by the health insurance plan of the Utility, only the premium for one family plan will be paid.

Upon termination or retirement, group health insurance coverage may be continued for a specified period, if the employee pays the premium to the Utility and meets other qualifying procedures. In some situations, an employee who retires may be eligible to continue in the Utility's group health insurance plan (COBRA) and may also have coverage for a spouse until retirement. See your supervisor if you have questions about your eligibility for this benefit plan.

See General Manager for current plan information. The employee shall pay the difference between the actual health insurance premium and the Employer's contribution. In addition, employees electing the single plan shall contribute \$25.00 per month, employees electing the employee and spouse plan or the employee and children plan shall contribute \$30.00 per month and employees electing the family plan shall contribute \$35.00 per month to a deductible-supplemental fund to be maintained by the Employer. The Employer shall use the deductible-supplemental fund to pay employee deductible and copay health insurance requirements up to the following amounts: the first \$1,000.00 of a participating employee's deductible and the balance, if any, of the first \$1,000.00 shall be paid by the Employer. Thereafter, the Employer shall pay one-half of the balance of deductibles for the drug plan and the health plan. The Employer's responsibility for paying deductibles under this Article, including payments from the deductible fund, shall not exceed \$13,625.00 per employee per plan year for employees electing a single plan; \$24,500.00 per employee per plan year for employees electing an employee and spouse plan or an employee and children plan; and \$24,750.00 per employee per plan year for employees electing an employee and spouse plan or a family plan. Employees shall be responsible for payment of the balance of the deductibles and copays.

Upon eligible service retirement and if the employee is not eligible for Medicare, the employee and/or spouse can maintain the insurance from the Utility until both are eligible for Medicare. These employees will not qualify for the deductible fund and must pay the entire premium of the insurance by the appropriate due date.

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