

**RESOLUTION NO. 6-0813**

**Bloomfield Healthcare and Rehabilitation Center  
Health Insurance Contribution Policy**

<b>Title:</b> Bloomfield Employee Health Insurance Contribution	<b>Policy Number:</b>
<b>Date of Issue:</b>	<b>Date of Update:</b>
<b>Policy Custodian:</b> Bloomfield Administrator	

**I: Purpose:**

The purpose of this policy is to provide employees with consistency in their health insurance benefit as well as to improve administrative efficiencies in payroll processing. The County reserves the right to change the Health Insurance Plan, Providers, or contribution levels at any time including this policy.

**II: Policy:**

Employees receive benefits according to the provisions of the employment status their position is assigned. Positions are assigned by level based upon the number of hours a position is normally scheduled to work in a two week pay period.

It is understood that actual hours may fluctuate based upon the needs of the County.

The placement of a position within a level may be reviewed by the County, or shall be reviewed upon the request of an affected employee, once annually in September for proper placement within a contribution level. An employee may not request review of his or her position until the employee has occupied the position for at least one year.

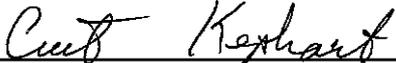
- 1) An employee requesting a change in level must show that the annual average number of hours worked exceeded the highest annual number of hours scheduled for the current level. If the employee demonstrates that the number of hours worked exceeded the current level, the employee's level shall be moved to the next higher level unless the County can show that the increased hours were due to extraordinary circumstances, such as filling in for position vacancies or other emergency, and are not reasonably expected to occur in the upcoming year.
- 2) The County may adjust the person downward after an September review if the position is reasonably expected to work a lower number of hours in the upcoming year so as to place it at a lower level.
- 3) The County may adjust the person upward after a September review if the position is reasonably expected to work a higher number of hours in the upcoming year so as to place it at a higher level.
- 4) Changes in position levels shall become effective with future paid health insurance premiums due to impacts on Section 125 enrollments, budgetary concerns and other tax considerations.

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- 5) The percentage of premium paid by the county based on the average premium cost too qualified plans shall be reviewed and determined annually by the County Board.

<b>Health Insurance Contribution Levels</b>		
<b>Levels</b>	<b>Hours Normally Worked in a Pay Period</b>	<b>Percentage of Premium Paid by the County based on the average premium cost of qualified plans</b>
Level 1	64 or More Hours	78%
Level 2	At Least 60 Hours but Less Than 64 Hours	66%
Level 3	At Least 48 Hours but Less Than 60 Hours	56%
Level 4	At least 40 Hours but Less than 48 May or May not be eligible for Health Insurance, based on WRS eligibility	50%
Level 5	Less than 40 Hours May or May not be eligible for Health Insurance, based on WRS eligibility	County may pay as little as 25% of the lowest qualifying plan

SIGNATURES

  
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Administrator