



BOARD OF COMMISSIONERS
Work Session Agenda

Tuesday, February 1, 2022

10:00 AM

or immediately following the regular board meeting

*Meeting to be held in the County Board Room
at the Historic Courthouse, 215 1st Ave S, Long Prairie, MN.*

MEETING WILL BE LIVE-STREAMED AT: [HTTPS://WWW.CO.TODD.MN.US](https://www.co.todd.mn.us)

Agenda Item #

Agenda Time:

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| 1 | Discussion of Personnel Policy - Section 7.01 Insurance
<i>Policies Committee</i> | 10:00 |
| 2 | CMS Vaccine Mandate Update
<i>Chris Pelzer, Coordinator & Jackie Och, HHS Director</i> | 10:05 |

*Commissioners may be in the Commissioner's Board Room prior to the board meeting proceedings.
The County Board will open the meeting at the posted time and reserves the right to alter the agenda schedule for business needs.*

Section 7.01 Insurance – Group Health and Life

- (a) Purpose: To provide group health and group life insurance to employees of Todd County. The group health insurance contributions and coverage described below is not vested and the county expressly reserves the right to change this provision at any time.
- (b) All full-time regular employees, who work a minimum of ~~forty~~thirty (30) hours per week, are entitled to health and life insurance provided by Todd County. Elected officials are also considered full-time, regular employees for the purpose of insurance eligibility.
- (c) The effective date for health and life insurance is the first of the month following 30 days of full-time employment provided the employee completes and submits a completed enrollment form within 30 days of hire in a full-time, regular position. Additional coverage may be elected for eligible dependents of the employee at an additional cost to the employee.
- (d) Enrollment forms and additional information regarding the group health and life insurance plans are available in the human resources department.
- (e) Disability leave: Employees who become disabled while in the employ of the county and who have exhausted their sick and vacation leave shall have their county-paid portion of life insurance and health insurance premiums paid by the employer for up to one year.
- (f) Employee resignation/reduction of hours: Employees who leave the employ of the county or have a reduction of hours worked may pursuant to COBRA rules continue to participate in the group health insurance program for up to a period not to exceed eighteen (18) months provided they pay the full premium cost. A longer period may be granted as required by COBRA. If an employee dies, the employee's spouse and/or eligible dependent children may continue to participate in the group health insurance program for up to thirty-six (36) months as required by applicable ~~Cobra~~COBRA law.
- (g) Retirement: Upon retirement, an employee at his/her own cost may participate in the Retiree Group Health Plan with the condition the employee has been employed by the County for a minimum of twelve (12) years and be at least fifty-five (55) years of age, or have at least thirty (30) years of service.
 - (i) Post-retirement Benefit: Only employees hired on or before January 1, 2007 are eligible for this benefit. Upon early retirement, the Employer will pay an amount not to exceed \$731.50 per month towards the cost of single health insurance up to three years, not to exceed the employee's 65th birthday with the condition the employee is eligible for PERA and has twenty (20) or more years of service.
 - (ii) MSRS HCSP Contribution: Only employees hired after January 1, 2007; and before January 1, 2022, or those who are eligible for the benefit found in 7.01 (g)(i)~~Section 17.7~~ who voluntarily and irrevocably waive in writing any right to the benefit found in 7.01(g)(i)~~Section 17.7~~, are eligible for a \$250.00 annual contribution into their MSRS HCSP on January 2 of each year of employment with Todd County. Employees hired on or after January 1, 2022 are eligible for

a contribution into their MSRS HCSP if actively employed on January 2 of the following calendar year as set forth below:

After 10 years of continuous employment with the Employer \$2500

After 15 years of continuous employment with the Employer \$1000

After 20 years of continuous employment with the Employer \$1000

After 25 years of continuous employment with the Employer \$1000

After 30 years of continuous employment with the Employer \$1000

~~(ii)~~(iii) One-time contribution: Only employees hired between January 1, 2007 and March 1, 2014, or those who are eligible for the benefit found in Section i above who voluntarily and irrevocably waive in writing any right to the benefit found in Section i above, are eligible for a one-time contribution to their MSRS HCSP on the following schedule:

Years of Employment	Contribution into MSRS HCSP
1	\$1,000
2	\$1,250
3	\$1,500
4	\$1,750
5	\$2,000
6	\$2,250
7	\$2,500

Eligible employees with more than 7 years of employment will receive the maximum contribution of \$2,500. In the year that eligible employees receive this one-time contribution the employee is not also eligible for the \$250.00 annual HCSP contribution found in Section ii for that year.

- (h) Other qualifying events for continuation of health insurance benefits. A covered employee and/or qualified beneficiary must provide notice to the human resources department of divorce, legal separation, or a dependent child's loss of dependent status under the plan. This notice must be provided no later than 60 days after the later of the qualifying event; loss of coverage due to the qualifying event.
- (i) Life insurance: All full-time, regular employees shall be covered by a term life insurance policy. This coverage is part of the county's group health insurance.
- (j) Claims against the county: It is understood that the county's only obligation is to purchase an insurance policy and pay such amounts as agreed to herein and no claim shall be made against the county as a result of denial of insurance benefits by an insurance carrier.
- (k) Premium holiday: Should the county be notified of a reduction in premium, the county shall equally share the reduced premium cost for dependent coverage with the employee.