


POLICY ID: HR-013		TITLE: Insurance Contribution Rates	
<input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION EFFECTIVE DATE: <i>Immediate</i>		APPROVED BY VILLAGE BOARD:  Village Clerk	DATE: January 27, 2015
APPLIES TO:		<input checked="" type="checkbox"/> FLSA EXEMPT	<input checked="" type="checkbox"/> FLSA NON-EXEMPT
		<input checked="" type="checkbox"/> REPRESENTED EMPLOYEES	<input checked="" type="checkbox"/> Non-REPRESENTED EMPLOYEES
<i>This policy applies to all Village of Kronenwetter employees in the categories checked in this section. Provisions within individual personal contracts or a collective bargaining agreement may supersede certain parts of this policy.</i>			

Purpose:

The Village offers multiple health insurance plans, a plan that is offered to the current members of the Teamsters union known as Central States which is a weekly premium plan, and a High Deductible Health Plan (HDHP) which has a Health Savings Account (HSA) attached to it, and is a monthly premium plan. This policy defines what percentage of the total weekly or monthly premium regular full time non-public safety employees as defined by the Village of Kronenwetter Employee Handbook that are covered by either of these insurance policies shall pay for their health insurance, dental and life insurance policy.

Procedure:

Any non-public safety regular full-time employee who is covered by the Central States Insurance shall pay 10% of the total premium per week.

Any non-public safety regular full-time employee that is covered by the High Deductible Health plan (HDHP) shall pay 10% of the total monthly premium.

Any non-public safety regular full-time employee that is covered by a non-Central States Dental Plan shall pay 0% of the total monthly premium for coverage.

Any non-public safety regular full-time employee that is covered by a non-Central State Life Insurance policy shall pay 0% of the total monthly premium for coverage.