

WATER-WASTEWATER EMPLOYEE BENEFIT CHANGES

As Approved by Commission 11-17-2020

A. SICK LEAVE PAYOUT

1. Current Policy: Employees that retire under the provisions of WRS shall receive a sum equal to 50% of the employee's daily wage for each of the first 140 days of accumulated sick leave days. If hired after 1/1/2011, the total accumulation of paid sick days is capped at 120 days.
2. ***New Policy: Maintain current policy to calculate the sick leave payout value at retirement. The sick leave payout is to be frozen as calculated on 12/31/2020 as a maximum payout. If the retirement payout is less than the payout calculated on 12/31/2020, then the employee shall receive the payout calculated at retirement. If the retirement payout is greater than the payout calculated on 12/31/2020, then the employee shall receive the payout calculated on 12/31/20. Employees hired after 1/1/2021 will not be eligible for a sick leave payout upon retirement.***

B. MEDICAL BENEFITS POST-65 – MEDICARE B REIMBURSEMENT

1. Current Policy: Employees hired before 5/1/2007 that retire at an age of at least 55 years old with a total age in years + city/utility work years = 80 (except employees with a total = 60 by 1/1/2011 shall require a total age + work years = 75) shall be eligible for Medicare B reimbursement for the employee and the employee spouse up to a maximum of \$135.50 per month effective 1/1/2020. Employees hired on or after 5/1/2007 are not eligible for Medicare B reimbursement payments.
2. ***New Policy: Maintain current policy, except employees retiring after 12/31/2025 will not be eligible for Medicare B reimbursement for the employee spouse (maintain reimbursement for the employee for those that qualify).***

C. MEDICAL BENEFITS PRE-65 – MAINTAIN CITY HEALTH BENEFIT PLAN

1. Current Policy: Employees that retire at an age of at least 55 years old with a total age in years + city/utility work years = 80 (except employees with a total = 60 by 1/1/2011 shall require a total age + work years = 75) shall be eligible to remain in the city's health plan and is required to pay the current premium contribution in effect. Retired employees will receive the same insurance benefits as active employees and will be subject to the same plan changes as active employees. Upon the death of the retired employee, the surviving spouse and dependents may remain in the group policy and must continue to make the premium contribution. Any retiree eligible for city coverage who takes employment with any other employer providing medical-hospital insurance coverage equivalent to the city's plan shall be taken off the city's coverage while so employed. This retiree shall be reinstated under the city's plan upon notice that employment with such subsequent employer has been terminated. This privilege shall terminate if the surviving spouse remarries. This privilege shall also terminate for the dependent survivors when they no longer meet the age and eligibility requirements for coverage under the policy. Retirees and spouses are required to enroll in Medicare B upon turning 65.
2. ***New Policy: Maintain current policy, except employees hired after 1/1/2021 shall not be eligible to remain on the city's health insurance plan upon retirement.***

D. HEALTH SAVINGS ACCOUNT CONTRIBUTION (HSA)

1. Current Policy: The utility provides \$2500 per employee toward the current employee HSA account as an offset to increased costs through the high deductible medical plan initiated in 2020 by the city. No contribution is allowed for retired employees or employees age 65 or over.
2. ***New Policy: The utility will provide a non-prorated HSA contribution of \$2500 to all new employees hired after 1/1/2021 in their first year of employment. In 2021, the utility shall provide an HSA contribution of \$2000 to all employees other than new hires. Effective 1/1/2022, other than new hires, the utility shall follow city policy regarding HSA contributions allocated by previous year wage category (base wage + overtime) as follows or per current city policy:***

Employee Annual Total Wage	HSA Contribution
Less than \$50,000	
Family	\$1,100
Single	\$550
\$50,000-\$70,000	
Family	\$900
Single	\$400
\$70,000-\$90,000	
Family	\$800
Single	\$350
\$90,000-\$110,000	
Family	\$600
Single	\$275
\$110,000-\$140,000	
Family	\$500
Single	\$225
Greater than \$140,000	\$0
City Resident Bonus	\$1,500

E. VACATION LEAVE

1. Current Policy: Employee vacation leave days as follows:

Employment Years	Vacation Days
<1	7 (prorated)
1	10
7	15
14	18
18	20
23	25

2. New Policy: Effective 1/1/2021, new hires will be allotted 3 weeks of vacation prorated in the first year, and existing employee vacation leave days will be as follows:

Employment Years	Vacation Days
<1	15 (prorated)
1	15
8	18
13	20
18	23
23	25