

**RESOLUTION  
ROCK COUNTY BOARD OF SUPERVISORS**

Dave O'Connell, HR Director  
INITIATED BY



Amy Spoden, HR Manager  
DRAFTED BY

County Board Staff Committee  
SUBMITTED BY

November 19, 2014  
DATE DRAFTED

**TO PROVIDE SINGLE HEALTH INSURANCE COVERAGE FOR ALL  
PART-TIME UNILATERAL EMPLOYEES**

- 1 **WHEREAS**, the cost of health care continues to increase, and
- 2
- 3 **WHEREAS**, budgetary constraints require that every effort be made to control costs wherever possible, and
- 4
- 5 **WHEREAS**, one method of controlling costs is to prorate the County's contribution to employee health
- 6 coverage to be commensurate with the employee's Full Time Equivalency (FTE), and
- 7
- 8 **WHEREAS**, Rock County needs to comply with the requirements under the Affordable Care Act; and
- 9
- 10 **WHEREAS**, employees holding positions with an FTE of 0.5 or greater are currently eligible for a prorated %
- 11 contribution toward their health coverage.
- 12
- 13 **NOW, THEREFORE, BE IT RESOLVED**, that the Rock County Board of Supervisors assembled this
- 14 11 day of December, 2014 does hereby authorize that non-represented employees hired after
- 15 September 1, 2009 into positions with an FTE of 0.5 or greater but less than 1.0 FTE Rock County will provide
- 16 single coverage health insurance. If the employee chooses to select employee and spouse, employee and child,
- 17 or family coverage, the employee will pay a prorated share of the premium difference between single coverage
- 18 and the coverage of their choice based on their FTE.
- 19
- 20 **BE IT FURTHER RESOLVED**, that the proration of health contribution shall not apply to employees of the
- 21 County as of September 1, 2009 who maintain continuous service with the County.

14-12A-170

Respectfully Submitted,

COUNTY BOARD STAFF COMMITTEE

J. Russell Podzilni  
J. Russell Podzilni, Chair

Sandra Kraft  
Sandra Kraft, Vice Chair

Eva Arnold  
Eva Arnold

Henry Brill  
Henry Brill

Betty Jo Bussie  
Betty Jo Bussie

Mary Mawhinney  
Mary Mawhinney

Louis Peer  
Louis Peer

Alan Sweeney  
Alan Sweeney

Absent  
Terry Thomas

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EMPLOYEES

Page 2

FISCAL NOTE:

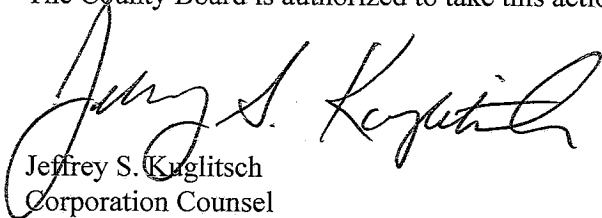
This resolution authorizes the County to provide single coverage health insurance to non-represented employees hired after September 1, 2009 with an FTE of .5 or greater. Currently these staff members pay a prorated portion of their health insurance. The estimated cost in 2015 for this change is \$2,418.



Sherry Oja  
Finance Director

LEGAL NOTE:

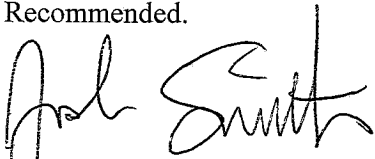
The County Board is authorized to take this action pursuant to secs. 59.01, 59.51 and 59.52(11)(c), Wis. Stats.



Jeffrey S. Kuglitsch  
Corporation Counsel

ADMINISTRATIVE NOTE:

Recommended.



Josh Smith  
County Administrator

## EXECUTIVE SUMMARY

Since September 1, 2009, Unilateral employees holding positions with an FTE of 0.5 or greater have been paying a prorated premium contribution toward their health coverage. Due to the Affordable Care Act, Rock County must provide health insurance coverage to employees that meets the minimum essential coverage and is affordable. Rock County's Health Plan current exceeds the minimum essential criteria. To meet the affordability requirement, Rock County had to make a change to the Health Insurance language in the Administrative Policy and Procedure Manual. This change provided single coverage to all benefit eligible part time AFSCME 1258 employees at no cost, and then the employee must pay the difference between single coverage and the level of coverage that they elect based on their FTE.

By taking this action, we will meet both the affordability requirement and the minimum essential coverage criteria under the Affordable Care Act and maintain Rock County's goal to keep benefits equal across all employee groups.