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RESOLUTION # 93-2010 GENERAL CODE OF ONEIDA COUNTY, WISCONSIN ORDINANCE AMENDMENT #

Ordinance Amendment offered by Supervisors of the Labor Relations and **Employee Services Committee**

Whereas, the Labor Relations and Employee Services Committee have met with the Deputy Sheriff Association and have ratified and implemented a successor labor agreement for 2009, 2010 and 2011, and

Whereas, the successor labor agreement contains an increase in the employees contribution to health insurance premiums from five percent to eight percent effective January 1, 2011, and

Whereas, the Labor Relations and Employee Services Committee has reviewed the health insurance contributions for Non-represented employees and Elected Officials and has determined the employee portion of premium should be increased to eight percent.

NOW, THEREFORE, THE ONEIDA COUNTY BOARD OF SUPERVISORS DOES ORDAIN AS FOLLOWS:

Section 1. Any existing ordinances, codes, resolutions, or portions thereof in conflict with this ordinance shall be and hereby are repealed as far as any conflict exists.

Section 2. This ordinance shall take effect the day after passage and publication as required by law.

Section 3. If any claims, provisions or portions of this ordinance are adjudged unconstitutional or invalid by a court of competent jurisdiction, the remainder of this ordinance shall not be affected thereby.

Section 4. Section 4.50 Health Insurance of the General Code of Oneida County, Wisconsin, is amended as follows [additions noted by underline, deletions noted by strikethrough]:

4.50 HEALTH INSURANCE.

- Eligible employees shall be entitled to health insurance through the County's group health plan(s). Family plans shall be provided for employees requiring such coverage. The County will pay ninety-fivetwo percent (952%) of the premium for regular full-time employees.
- The County may continue to offer coverage under a standard policy or offer dual choice options at its discretion. The County's financial responsibility shall be limited to pay ninety-fivetwo percent (952%) of the least expensive dual choice or standard policy option.
- Employees on an unpaid leave of absence of greater than three (3) days may continue health insurance coverage at their own expense, except as otherwise provided.
- Health insurance coverage shall begin on the first day of the month following thirty (30) days of employment.
- In the event that two (2) individuals in the same household are employed by Oneida County and who could, under the rules of health insurance plan(s), qualify for coverage under one (1) family health insurance plan, the two (2) employees will be entitled to their choice of one (1) family plan or two (2) single health plans. In the event that employee should terminate his/her employment with the County for whatever

- 52 reason, the remaining employee shall be entitled to convert to the family plan without:
 - Loss of coverage. a.
- 54 b. Proof of insurability.

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- 55 C. Medical underwriting.
 - Incurring inclusions for preexisting conditions for the employee and any member of the employee's family previously covered under a policy with Oneida County.
 - It shall be the employee's responsibility to notify the County Coordinator of any change in family status for any medical insurance with Oneida County. This shall include, but not be limited to, changing from family to single coverage. Such notification shall take place within 30 days of the change in family status. Failure to notify the County shall result in the employee assuming responsibility for the additional cost until proper notice is given. It shall also be the employee's responsibility to notify the County Coordinator of any change in family status due to marriage, divorce, death or change in the number of dependent children for health insurance coverage.
 - The County may, from time to time, change health insurance carriers or self fund coverage. In the event that the County is contemplating a change in coverage, the bergaining groups will be notified of the proposed change and given the opportunity for
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68 69	bargaining groups will be notified of the proposed change and given the opportunity finput ten (10) days prior to the decision of the County Board.				
70	(5) All disputes relating to insurance coverage are deemed as disputes between t				
71 72	employee and the insurance carrier and are not subject to any grievance provisions.				
73 74 75	Approved by the Labor Relations Employee Services Committee this 6 th day of Octo 2010.				
76 77	Vote Required: Majority =	_ 2/3 Majority =	¾ Majority =		
78 79	The County Board has the legal auth				
80 81	reviewed by the Corporation Counsel,, Date:				
82					
83					
84	Offered and passage moved by:			_	
85 86		Supervisor		_	
87 88		Supervisor			
89		Supervisor		_	
90 91		Supervisor		_	
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93		Supervisor			
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95					
96	A				
97 98	Ayes				
98 99	Nays				
100	Nays				
101	Absent				
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103	Abstain		
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106	Enacted		
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108	by the County Board of Supervisors this 19 th day of October 2010.		
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110	Defeated		
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114	Mary Bartelt, County Clerk	Ted Cushing, County Board Chair	
115		-	