

# HUMAN RESOURCES POLICY ADJUSTMENTS

JUNE 13, 2023

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# HR Policy Revision



## Policy for approval:

- Human Resources Policy 4-300:  
**Insurance and Retirement Programs**

# HR Policy 4-300: Insurance and Retirement Programs

**Proposed language updates benefits and simplifies language to ensure policy is clear, user friendly and aligned with health plan documents and legislation.**

## **Updates include:**

- Elected and Appointed Employee retirement contribution options
- Insurance termination dates
- Clarifies Post retirement insurance

## **Added language:**

Employee Assistance Program (EAP) as an auto enrolled benefit

Vision Coverage where applicable

Post-retirement insurance does not apply to rehired employees after Dec. 31, 2012, except:

- A retiree who qualified for post-retirement insurance that is re-hired may re-enroll in post-retirement insurance upon employment separation.
- If you retire on or after January 31, 2014, and you decline medical and dental coverage at retirement, neither can be reinstated in the future.
  - Those who elect medical or dental insurance can change plans or coverage during open enrollment (subject to the same rules as active employees)

# HR Policy 4-300: Insurance and Retirement Programs

## Deleted – II.F.6

- Removal of \$1,000 death benefit
  - The removal of the death benefit was previously approved to end with the addition of Vision Insurance.

# QUESTIONS/INPUT

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*Thank you!*

