

RESOLUTION No. 2012-07

A Resolution providing for certain amendments to the Personnel Policies Handbook Of the Muncie Sanitary District adopted March 9, 2010 concerning Employee Health Insurance and Jury Duty

WHEREAS, the Board of Sanitary Commissioners (the "Board") has heretofore adopted by Resolution No. 2010-01 the Personnel Policies Handbook of the Muncie Sanitary District, adopted and dated March 9, 2010 (the "Personnel Policies Handbook"); and

WHEREAS, the Board wishes to modify that section of the Personnel Policies Handbook which describes certain health insurance benefits for retirees and their spouses and the section of the Personnel Policies Handbook which explains procedures for employees to follow if they serve as jurors in court cases.

BE IT THEREFORE RESOLVED, that the Board of Sanitary Commissioners does hereby adopt the following amendments to the Personnel Policies Handbook:

1) **CHAPTER 4 - EMPLOYEE BENEFITS, SECTION 4.15.2, RETIREE INSURANCE**, shall be amended to read as follows: "The District provides its group health insurance plan to each retiree of the District who shall have reached fifty-five (55) years of age on or before the employee's retirement date and who will not be eligible on that date for Medicare and who will have completed at least fifteen (15) years of service with the District, ten (10) years of which shall have been completed immediately preceding the retirement. To participate in the group insurance program, the retiree must pay an amount equal to both the District's and the employee's premium for the group health insurance for an active employee or for an active employee and spouse or dependants if the retiree chooses to insure his wife and/or family members. The retiree must also file a written request on behalf of himself and any other eligible family members who wish to be insured on the District's group policy with in ninety (90) days of the retirement date.

A retired employee's eligibility to continue on the District's group health insurance ends when the employee becomes eligible for Medicare coverage. However if the retired employee has elected to have the employee's spouse covered under the group health insurance of the District at the time of the employee's retirement then the spouse, if the spouse elects to pay the amount the retired employee would have been required to pay for the coverage for the spouse, shall remain eligible to participate in the District's group insurance plan and the spouse's subsequent eligibility to continue in the group health insurance plan will not be effected by the death of the retired employee. The surviving spouse's eligibility ends the earliest of (i) when the spouse becomes eligible for Medicare coverage or (ii) two years after the date of the retired employee's death or (iii) the date of the spouse's remarriage or (iv) the date the District terminates its group health insurance plan.

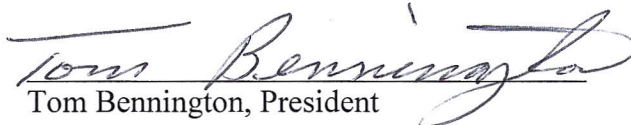
Once an employee or retired employee is eligible for Medicare, that person shall be eligible to participate in the District's Medicare supplement group policy as long as the employee continues to work for the District or will have completed at least fifteen (15) years of service with the District, ten (10) years of which shall have been completed immediately preceding the employee's retirement. To participate the employee must pay the employee's amount of the premium or, if retired then the retired employee's and District's amount of the premium."


2) **CHAPTER 4 - EMPLOYEE BENEFITS, SECTION 4.13, JURY DUTY AND COURT APPEARANCES**, the fourth (4th) paragraph shall be amended to read as follows: "The employee shall be expected to report for work the next work day following jury duty. The employee will be paid by the District their regular, hourly pay for an eight (8) hour work day for each day of jury duty. Any pay received by the employee for their jury duty shall be paid over to the District by the employee immediately upon the employee's receipt of such pay."

3) **EFFECTIVE DATE**, This Resolution shall become effective on and after its passage and shall remain in full force and effect until amended or repealed by this Board.

THIS RESOLUTION APPROVED this 17th day of April, 2012 by the Board of Sanitary Commissioners of the Muncie Sanitary District.

BOARD OF SANITARY COMMISSIONERS:


Tom Bennington, President


Steven Murphy, Vice-President


Teresa L. Ford, Secretary