

Title: Boone County Health Insurance Benefit Rates
Policy: Medical Insurance
Effective Date: January 1, 2022
Authorized by: Boone County Board of Supervisors

Health Insurance

The County shall provide a group health insurance plan for all regular full-time employees and elected officials. The benefits of the health insurance plan and the insurance carrier will be determined by the Board of Supervisors.

The County and Employee will share the cost of the health insurance plan. The cost share ratios will be decided annually by the Board of Supervisors. Health insurance rates change each fiscal year. The fiscal year begins July 1st. Premium is due the prior month, so employee contribution rates change in June and are based on the new fiscal year insurance rates.

Employees who waive health coverage with Boone County do not receive a cash compensation.

Health Insurance Contribution Schedule: (rates are figured on plan 10)

	County Contribution	Employee Contribution
Single Rate – Non-Participation*	\$	\$
Single Rate – Participation*	\$	\$
Family Rate – Non-Participation*	\$	\$
Family Rate – Participation*	\$	\$

** Rate will not be available until January 2023

For the present year 2022: Employees who participate and fulfill the online assessment and wellness check by July 1, 2022 will receive a Mystery Gift as a bonus for completing the requirements early. Employees who participate and fulfill the online assessment and wellness check by Oct 31 will receive one personal day credited to leave balance January 1st. This day cannot be converted to compensatory time or cash payment. Employees also have the opportunity to earn more rewards thru the ISAC Wellness program.

* Contributions are contingent on the employee’s participation in the County’s wellness program. If an employee participates and fulfills 100% of the online assessment and enters wellness information, he/she shall pay the Participation rate for the contribution that applies to his/her health insurance plan, either single or family. If the employee does not participate 100% in the wellness program, he/she shall pay the Non-Participation rate for the contribution that applies to his/her health insurance plan, either single or family. Participation in the County’s wellness program shall be verified by the Human Resources and the Wellness Committee.

Implementation – Participation and Non-participation rate changes will be effective for a 12-month period starting in June of each calendar year. If the employee participates and fulfills (100%) of all programs set out by the Wellness Committee in the 2022 wellness program, **the savings will apply in the 2023 fiscal year.** etc. Insurance rates are subject to change each fiscal year (July 1st – June 30th). New employees who start after July 1st of the calendar year will not be subject to non-participation rates until the following calendar year.