

POLICY TITLE: Post-Employment Health Plan

ADOPTION/LAST REVISION: 4/10/12; Revised 7/15/21

The Library, to avail itself of the economy of scale, takes part in the Post Employment Health program of the City of Marshfield and adopts City Policy 3.571, "Post Employment Health Plan." All sections apply to Library employees at .6 FTE and above.

The Post Employment Health Plan (PEHP) is designed to help eligible employees defray the costs of health care after separation of service.

The Post Employment Health Plan (PEHP) is eligible to those employees working regular part-time or regular full-time positions as defined in Library Policy 4.130. Upon an eligible employee's severance from employment with the Library for any reason or disability, the employee, or in the event of a deceased employee, their dependents, shall be entitled to be reimbursed from the PEHP for qualifying medical care expenses and for health care insurance premiums incurred by the employee subject to the limits set forth in the PEHP plan document.

Newly-hired employees will be referred to the City of Marshfield's Human Resources Director for the processing of necessary forms.

Grandfathered employee's termination: Effective December 31, 2011, employees will be grandfathered for the purpose of sick leave payout with their sick leave balances frozen on December 31, 2011 for the purposes of this section. Grandfathered employees will be paid out the lesser of their current sick leave balance or the frozen balance as of December 31, 2011. Upon termination, the employer shall deposit the equivalent dollar value of all the eligible accrued unused sick leave in the Post Employment Health Plan (PEHP) administered by the Public Employees Benefit Services Corporation (PEBSCO) to pay for future health insurance premiums. To be eligible to participate, the employee must have worked for the City/Library for twenty (20) consecutive years and also be eligible and accepted to receive an annuity under the Wisconsin Retirement System (WRS) or disability. The value of the amount placed in PEHP shall be determined using the employee's current level of compensation at the date of termination or disability. Employees not listed in the grandfathered group as of December 31, 2011 are not eligible for sick leave payout.

Reference: City of Marshfield Policy 3.571