



POST EMPLOYMENT HEALTHCARE SAVINGS ACCOUNT FOR DEPARTMENT HEADS POLICY

I. General Policy Statement.

The purpose of this policy is to establish a Post Employment Healthcare Savings Account for Departments Head employees of the City of Anoka.

II. Eligibility for Benefit.

The eligibility for this benefit is that the employee must be a member of the Department Head Unit, employed or hired after January 1, 2006.

III. Participation in Benefit.

100% of all members of the Department Head Unit, employed or hired after January 1, 2006, shall participate in this benefit.

IV. Effective Date of Coverage.

The effective date of coverage shall begin on the First pay period after January 1, 2006. New Department Head employees hired after the commencement of this benefit shall be enrolled with coverage commencing on the First pay period following their First day of employment.

V. Length of Coverage.

Coverage deductions will cease on the last pay period of the employee's employment with the City of Anoka.

VI. Exception to Contribution.

During an approved Leave of Absence Without Pay, an employee's contribution will temporarily cease. Contributions will resume on the First pay period following an employee's return to work. Employees may not elect to continue contributing to the benefit during an approved Leave of Absence Without Pay.

VII. Length of Benefit.

Members of the Department Head Unit shall review the continuance of this benefit on a bi-annual schedule, beginning with the first implementation of this benefit.

Initially Adopted: 01.17.2006