



## **POST EMPLOYMENT HEALTHCARE SAVINGS ACCOUNT FOR NON-EXEMPT EMPLOYEES POLICY**

### **I. General Policy Statement.**

The purpose of this policy is to establish a Post Employment Healthcare Savings Account for Non-Exempt (not union members) 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 Non-Exempt Unit (not union members), employed or hired after November 1, 2006.

### **III. Participation in Benefit.**

100% of all members of the Non- Exempt Unit (not union members), employed or hired after November 1, 2006, shall participate in this benefit.

### **IV. Effective Date of Coverage.**

The effective date of coverage shall begin November 1, 2006. New Non-Exempt employees (not union members) hired after the commencement of this benefit shall automatically be enrolled in this benefit.

### **V. Contribute.**

Upon leaving employment with the City of Anoka, all outstanding unused sick leave shall be deposited into the employees Post Employment Healthcare Savings Account, at a rate equal to the conversion rate listed in the Anoka Personnel Policy in effect at the time. Also, the amount of personal time left in the employee's personal account on December 31<sup>st</sup> of each year will be contributed.

### **VI. Exception to Contribution.**

There are no exceptions to the contribution.

### **VII. Length of Benefit.**

Members of the Non-Exempt Unit can review/change/terminate the continuance of this benefit on a bi-annual schedule, beginning with the first implementation of this benefit.

### **Policy History**

Initially Adopted: 12.04.2006