

A blue-tinted photograph of three workers in safety gear (hard hats, high-visibility jackets, and gloves) examining a large pipe. One worker on the left is using a handheld device to measure or inspect the pipe. The pipe has several sensors or probes attached to it. The background is a solid blue color.

Welcome

**Commission Meeting
March 11, 2021**

Madison Metropolitan Sewerage District



Handbook Language

Current Definition of Part-Time Employee

- An employee who is regularly scheduled to work less than 40 hours per week. Part-time employees working at least 30 hours per week may be eligible for certain benefits, provided they meet the requirements of the benefit plans.

Proposed Definition of Part-Time Employee

- An employee who is regularly scheduled to work between 24 - 40 hours per week for longer than 1 year. Part-time employees are eligible for paid leave and benefits, provided they meet the requirements of the benefit plans.

Impacted Benefits

Leave

- Vacation
- Floating Holiday
- Sick Leave
- Paid Holidays
- Leave would be prorated based on hours worked

Benefit Plans

- Health Insurance
 - Prorated Benefit Structure
- WRS
- Life Insurance
- Dental Insurance
- Flexible Spending Plan
- Voluntary 457 Plan

Health Insurance Prorated Premiums

Family Plan				Single Plan			
FTE	Rate	District	Employee	FTE	Rate	District	Employee
100	1951.77	1717.56	234.21	100	736.52	648.14	88.38
95	1951.77	1717.56	234.21	95	736.52	648.14	88.38
90	1951.77	1717.56	234.21	90	736.52	648.14	88.38
85	1951.77	1659.00	292.77	85	736.52	626.04	110.48
80	1951.77	1561.42	390.35	80	736.52	589.22	147.30
75	1951.77	1463.83	487.94	75	736.52	552.39	184.13
70	1951.77	1366.24	585.53	70	736.52	515.56	220.96
65	1951.77	1268.65	683.12	65	736.52	478.74	257.78
60	1951.77	1171.06	780.71	60	736.52	441.91	294.61

Next Steps

- Pending Adoption of the Resolution
 - Update Handbook as appropriate
 - Update the way the District budgets part-time positions—reflect in budget FTE count.

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Request the Commission to pass Resolution to Update Handbook
to Extend Benefits to all Regular Part-Time Employees

Questions???

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