

A M E N D E D

POLICY NO. 4

BOARD OF COUNTY ROAD COMMISSIONERS  
OF THE COUNTY OF ST. CLAIR

SUBJECT: Sick/Vacation Leave in Lieu of Hospitalization Insurance

AMENDED: June 4, 2002

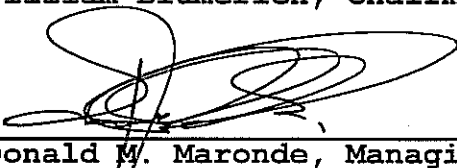
A non-union employee not wishing to be covered by the Road Commission's hospitalization insurance program shall be granted twenty (20) additional hours of sick leave or vacation each six (6) months at the employee's option to be used in accordance with the established policy provided they meet the following criteria:

1. Certify that they have been offered the Road Commission hospitalization insurance program.
2. Certify that they are covered by a comparable hospitalization insurance program and will notify the Road Commission immediately upon cancellation of the hospitalization insurance program.
3. Have not participated in the Road Commission hospitalization insurance program for six (6) months.

The Optical Rider can be continued at the employee's option.

Alternatively, an employee opting out of the Employer's hospitalization insurance program will receive a Two Thousand Dollar (\$2,000.00) allowance. Payment will be made the first full payroll of January each year an employee opts out based on the previous twelve (12) consecutive months. Payment will be pro-rated. Elections to opt out of the Employer's coverage cannot be exercised by eligible employees until January 1, 2002. An employee electing cash in lieu of health insurance coverage cannot exercise the sick leave or vacation leave options noted above.

  
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William Blumerich, Chairman

  
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Donald W. Maronde, Managing Director

Originally adopted: 07-12-77  
Amended: 02-06-90