

**Resolution No. 26-04**

*A resolution to modify the County's contribution to employee health insurance premiums.*

**WHEREAS**, the Board of Supervisors has funded 100% of employee health insurance premiums; and

**WHEREAS**, rising costs require a shared funding model to ensure long-term sustainability; **and WHEREAS**, notice was approved, adopted and distributed to all Wayne County Employees who participate in the County Sponsored Health Insurance Plan on January 21, 2025, that employees will be responsible for a portion of the monthly health insurance premium beginning June 1, 2026;

**NOW BE IT RESOLVED** that effective June 1, 2026, Wayne County, Iowa shall require employees to contribute \$100 of the monthly premium for employee health insurance coverage, with the remaining amount to be paid by Wayne County, Iowa.

**ALSO BE IT RESOLVED** that employees who participate in the ISAC Wellness Program by completing a physical with a physician and submitting the physical form to Mercy One and completing the Health Risk Assessment by October 31<sup>st</sup> each year will continue to receive the wellness incentive that waives the employee contribution.

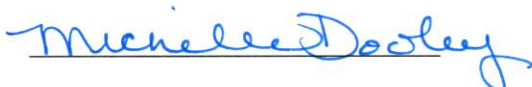
New employees will be given three months after insurance benefits start to complete the requirements to receive wellness incentives before being responsible for employee contribution.

**BE IT FURTHER RESOLVED** that this policy shall apply to all full-time employees enrolled in health insurance benefits with the county.

Passed and approved this 2nd day of September 2025.



Chair, Board of Supervisors



Attested by County Auditor