

Benefits Policy Crosswalk

| Section | Add/Edit/Remove |
|-----------------|---|
| 2 | Removed "This policy does not apply to elected officials; however, they may elect to follow this policy by providing a written statement. " |
| 3.1.1-3.1.4 | Edited to move the schedule language to the Benefits Procedures |
| 3.2.1 | Edited to move the eligibility details to the Benefits Procedures |
| 3.2.2 | Added "Health Savings Accounts" |
| 3.2.3.1-3.2.3.4 | Edited to move the COBRA details to the Benefits Procedures |
| 3.2.5 | Edited to move these ancillary benefits to the Benefits Procedures as they are subject to change |
| 3.2.7.1-3.2.7.2 | Edited to move the language to the Benefits Procedures |
| 3.2.7.4 | Edited "10-month" to "11-month" measurement period for ACA |
| 3.2.8 | Edited to move some of the life insurance details to the procedures |
| 3.2.9 | Added "such as dental, vision hardware and supplemental life insurance"; Edited "intranet website" to "Human Resources Hub SharePoint page" |
| 3.3.1 | Deleted entire section as it's covered in the policy in the retirement section |
| 3.3.2 | Edited to move to Benefits Procedures |
| 3.3.3 | Edited "Contact Human Resources for details" to "See Benefit Procedures document for details" |
| 3.3.4 | Added "Limits and regulations are set by the IRS each year. Refer to the Human Resources Hub Sharepoint page for details; Edited bullet points to move the language to the Benefits Procedures |
| 3.3.5 | Added reference to the Benefits procedures |
| 3.3.6 | Moved to Benefits Procedures |
| 3.3.7 | Moved to State and Federal Mandated Benefits in the Benefits Policy |
| 3.3.8 | Added "Details are available on the Human Resources Hub SharePoint page. |
| New 3.4 | With the other changes made, created new section for State and Federal Mandated Benefits |
| New 3.4.1 | Moved Unemployment Compensation language from old 3.3.7 |
| New 3.4.3 | Edited Worker's Compensation that it must be through an authorized provider. Moved the provider information to the Benefits Procedures. Added "Per OSHA requirements, any injury resulting in an employee death, hospital admission, amputation or loss of an eye is required to be reported to Safety and Risk Departments immediately." |
| Definitions | Added definitions for "Immediate Family Members" and "Serious Health Condition" |