

# **The Episcopal Diocese of Fort Worth**

## **Employee Medical Insurance Benefit**

Policy Number: E-2  
Adopted: December 2, 2011

### **PURPOSE**

This policy states the terms and conditions of employer-subsidized medical insurance benefits offered to certain employees of the Diocese.

### **CANONICAL REFERENCES:**

General Convention Resolution A177 (2009) Denominational Health Plan

### **POLICY**

#### 1. General Provisions.

1.1. The Diocese provides a variety of employee benefits. Some are required by law and others are offered at the Diocese's option. Each benefit plan has its own set of eligibility criteria and contribution requirements. For more information or to enroll in a benefit plan, contact the Diocesan Administrator.

1.2. As with other policies, programs and plans, the Diocese reserves the right to add, change, or discontinue any benefit plan at any time, as permitted by law.

#### 2. Medical Insurance Benefit.

2.1. The Diocese offers certain employer-subsidized medical insurance, and continuation insurance, as applicable, only to its clergy and lay employees who are scheduled to work at least 1,500 hours of compensated work annually, as set out in the employee's job description or written contract of employment.

2.2. The Diocese has selected The Episcopal Church Medical Trust ("Medical Trust"), administered by the Church Pension Fund, as its employee medical insurance plan, according to the terms and conditions of the Medical Trust. The Diocese determines the types and levels of coverage for which the Diocese offers to pay premiums as a benefit to its eligible employees. All eligible clergy and lay employees have equal access to and parity of funding for healthcare benefits, to be provided through the Medical Trust.

2.3. Eligible employees may purchase medical insurance from the CPG Medical Trust for their eligible spouses, partners, and dependents, at their own cost, according to the terms and conditions of the Medical Trust.

2.4. Eligible employees who decline the offer of employer-subsidized medical insurance from the Diocese are entitled to be reimbursed the amount the employee actually pays for comparable insurance from a third party carrier, up to the amount the Diocese would have paid in premiums if the employee had accepted that declined benefit, as permitted by law.