

RESOLUTION NO. R-19-32

**A RESOLUTION OF THE VILLAGE OF CAMPTON HILLS, KANE COUNTY,
ILLINOIS ADOPTING A HEALTH INSURANCE OPT-OUT POLICY**

WHEREAS, the Village of Campton Hills, Kane County, Illinois (the "*Village*") is a duly organized and existing municipal corporation created under the provisions of the laws of the State of Illinois and under the provisions of the Illinois Municipal Code, as from time to time supplemented and amended; and

WHEREAS, the Village employees multiple full-time employees and as such the Village offers health insurance to all said full-time employees; and

WHEREAS, the Village President and the Board of Trustees of the Village (the "*Corporate Authorities*") wishes to adopt a policy that would allow full-time employees to opt-out of the Village's health insurance coverage if the employee qualifies under the policy's requirements; and

WHEREAS, the attached Health Insurance Opt-Out Policy, in the form as written and attached as Exhibit A, is found and declared to constitute a fair and appropriate policy to be adopted and made binding on all full-time employees of the Village; and

WHEREAS, the Village President and Board of Trustees of the Village of Campton Hills deem it advisable and in the best interest of the health, safety and welfare of the residents of the Village to adopt the Health Insurance Opt-Out Policy.

NOW, THEREFORE, BE IT ORDAINED by the President and Board of Trustees of the Village of Campton Hills, Kane County, Illinois, as follows

Section 1. That the above recitals and legislative findings are found to be true and correct and are hereby incorporated herein and made a part hereof, as if fully set forth in their entirety.

Section 2. The Health Insurance Opt-Out Policy attached as Exhibit A is hereby adopted and made applicable to all full-time employees of the Village, pursuant to the authority granted under Section 10-4 of the Illinois Municipal Code.

Section 3. That the Village Administrator is hereby authorized and directed to incorporate the Health Insurance Opt-Out Policy into the appropriate Chapter of the Village Personnel Policy.

Section 4. If any section, paragraph, clause or provision of this Resolution shall be held invalid, the invalidity thereof shall not affect any other provision of this Resolution.

Section 5. All ordinances, resolutions, motions or orders in conflict with this Resolution are hereby repealed to the extent of such conflict.

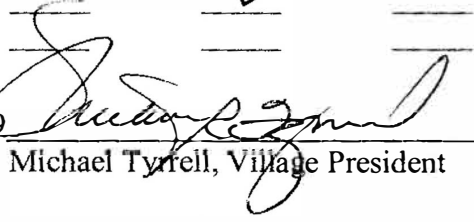
Section 6. This Resolution shall be in full force and effect upon its passage, approval, and publication in the manner provided by law.

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Passed this 15th day of October, 2019, pursuant to a roll call vote as follows:

	AYES	NAYES	ABSENT	ABSTAIN
Trustee Darlene Bakk	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trustee Susan P George	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trustee Jim McKelvie	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trustee Mike Millette ①	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trustee Michael O'Dwyer ②	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Trustee Wendy K. White Eagle	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
President Michael Tyrrell	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

APPROVED this 15th day of October, 2019


Michael Tyrrell, Village President

(SEAL)

ATTEST:


Lynn Baez, Village Clerk

Village of Campton Hills

Health Insurance 20__ Opt-Out Program Application and Agreement

1. WHAT IS THE HEALTH INSURANCE OPT-OUT PROGRAM BENEFIT?

- Eligible full-time employees can receive \$76.92 of semi-monthly (26 times per year) compensation (up to \$2,000) annually) in exchange for dropping or declining Village Health Plan coverage.
- The opt-out benefit is the same for all eligible employees regardless of current Village Health Plan participation status, and regardless of whether an employee carries single, single plus one or family coverage.

2. HOW WOULD I BE COMPENSATED IF I WERE TO ELECT AN OPT-OUT PAYROLL DISTRIBUTION?

- A \$76.92 Opt-Out Benefit would be added to your semi-monthly paycheck. This payment will be subject to withholding for all payroll taxes deductions, such as Federal income tax State income tax, Social Security, Medicare, and IMRF.

3. WHAT ARE THE ELIGIBILITY REQUIREMENTS TO PARTICIPATE IN THE HEALTH INSURANCE OPT-OUT PROGRAM?

- An eligible employee must be an active full-time Village employee.
- All eligible opt-out participants will be required to sign and submit the attached opt-out plan participation agreement, along with documented evidence from the administrator of their outside group health plan demonstrating that they have health insurance coverage outside of the Village.
- An employee participating and receiving compensation from the opt-out plan cannot also be a coverage dependent on a Village Health plan.

4. WHEN CAN I SIGN-UP?

- During the annual open enrollment period.
- Within thirty (30) days from date of employment.

5. WHAT HAPPENS IF I WANT THE VILLAGE'S HEALTH INSURANCE BACK AFTER I OPT-OUT?

- Access to Village health plan coverage is limited to the Village's annual open enrollment period, or to a Special Enrollment (in accordance with the Health Insurance Portability and Accountability Act (HIPAA)).

6. HOW DO I QUALIFY FOR A SPECIAL ENROLLMENT?

- In order to qualify for a special enrollment due to loss of coverage, the affected individual must satisfy all the following requirements:
 - i. Must be otherwise eligible for coverage under the terms of the Village's plan;
 - ii. Must have been covered under another group health plan or must have had other health insurance coverage, when coverage was denied.
 - iii. Special enrollment must be requested within 30 days after losing eligibility for the other coverage or after cessation of employer contributions for the coverage.
 - iv. An employment/dependent does not have to elect COBRA continuation coverage or exercise similar continuation rights in order to preserve his right to make a special enrollment.

NOTE: Loss of coverage is at no fault of the coverage holder (e.g. Job termination, reduction of hours, death, divorce, Medicare eligibility, etc.). Loss of coverage does not include a loss resulting from the coverage holder's "dropping coverage" by choice unless it is a result of a significant policy or premium change to the coverage holder's group health insurance plan. In such an event, it's strongly recommended to confirm coverage with the Village prior to making a voluntary termination of coverage.

7. WHAT WOULD I NEED TO PROVIDE AS EVIDENTCE OF A SPECIAL ENROLLMENT QUALIFICATION?

- i. Documentation from the former health insurance provider, which serves as evidence that, an employee and his/her dependents lost health insurance coverage, along with the cause of said loss; and
- ii. Certificate of prior health insurance coverage from the administrator of the prior health plan.

8. WHAT HAPPENS IF I TERMINATE EMPLOYMENT WITH THE VILLAGE?

Under the Consolidated Omnibus Budget Reconciliation Act (COBRA), employers with group health plans are required to offer continuation of coverage of "**covered**" employees and dependents. If you do not have Village Health insurance coverage on the date of your termination, you and your dependents would **not** be eligible for COBRA health insurance continuation coverage.

By submission and signature of this application I hereby request to drop or refuse health plan coverage with the Village of Campton Hills. In exchange for dropping/denying coverage, during the plan year (July 1, 20__ to June 30, 20__), I will be compensated \$76.92 per pay period (up to a maximum of \$2,000 per year) via payroll distribution or by Village contributions to my medical flexible spending account.

I understand that I must retain health coverage in an outside group health plan to remain eligible to participate and received Village opt-out contributions. I have attached documentation from the administrator of my outside group health insurance coverage verifying said coverage.

I further understand that the ability to regain entry into a Village Health Plan is limited to the annual health insurance open enrollment period, or a special enrollment as provided for the Health Insurance Portability Accountability Act (HIPAA).

(Please attached copy of your proof current active health insurance coverage; i.e. copy of insurance card, letter from carrier declaring coverage, etc.)

Print Name

Employee Signature

Date

Approved by the
Village of Campton Hills

Date