

RESOLUTION NO. 098-2023

Spousal Healthcare Coverage Policy

Cuyahoga County, Ohio

Be It Resolved by the Township Trustees of Olmsted Township

Whereas, the Board of Trustees of Olmsted Township has determined the need to modify the Spousal Healthcare Coverage Policy within the revised 2023 Olmsted Township Personnel Manual to reflect new service guidelines, and

Whereas, the new Spousal Healthcare Coverage Policy will take effect on January 1, 2024, and

Whereas, noted below is the wording of the new Spousal Healthcare Coverage Policy; upon approval a copy of the policy will be distributed to all employees to ensure acknowledgement of receipt.

As of January 1, 2024, spousal coverage under the Olmsted Township plan will not be available unless:

- 1. the employee's spouse is unemployed; or*
- 2. the employee's spouse is not eligible for coverage through a healthcare insurance plan such as State Teachers Retirement System (STRS), railroad, union or other recognized healthcare plan;*
- 3. the employee's spouse is self-employed without access to group coverage; or*
- 4. the employee's spouse's employer does not offer healthcare coverage; or*
- 5. the employee's spouse is not eligible to participate in his/her employer's healthcare plan; or*
- 6. the employee's spouse's monthly premium cost is 30% or more of the total monthly premium cost of the healthcare plan.*

Spouse is defined as a husband/wife lawfully married to another individual.

Olmsted Township does not provide healthcare insurance for domestic partners and does not recognize common law marriages.

An employee covering his/her spouse under the Olmsted Township plan will be required to provide proof of lack of coverage each year during open enrollment. The employee must submit the Spousal Health Coverage form; this form is considered a valid legal representation made by the employee/spouse's employer and is subject to Fraud Laws. Olmsted Township and/or service agent(s) of Olmsted Township have a right to verify the information provided by the employee. In addition, employees found to have falsely completed the form are subject to disciplinary action up to and including termination.

An employee who enrolls in the Olmsted Township Healthcare program but whose spouse is not eligible to receive Olmsted Township Healthcare Coverage (see above) may elect to have his/her spouse receive dental and vision coverage at no additional cost to the employee.

Employees are responsible for notifying the Fiscal Office within 30 days upon any change in his/her spouse's employment or coverage status.

Now Therefore Be It Resolved that the Board of Trustees of Olmsted Township adopted the foregoing Spousal Healthcare Coverage Policy that is included in the revised 2023 Olmsted Township Personnel Manual on this date 13th September 2023.

BE IT FURTHER RESOLVED that it is hereby found and determined that all formal actions of this Board of Township Trustees concerning and relating to the adoption of this Resolution were adopted in an open meeting of this Board, and that all deliberations of this Board and any of its committees that resulted in such formal action, were in meetings open to the public, in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Adopted the 13th day of September, 2023

Attest: Brian W. Luth
Township Fiscal Officer

[Signature]
[Signature]
[Signature]
Township Trustees



7900 Fitch Road, Olmsted Township, OH 44138
Phone Number: 440-235-3051 info@olmstedtownship.org

September 14, 2023

To: All employees of Olmsted Township
From: Trustees and Fiscal Officer

The Board of Trustees is taking this opportunity to inform you of a very important change in healthcare for spousal coverage. The basic policy has been in place for several years, but there are some significant changes, so please read the policy carefully. We are advising that all provisions of this policy will be implemented as of January 1, 2024. This policy has been adopted by resolution xxx-2023 on September 13, 2023.

We welcome your questions, comments, and concerns. Direct them to one of the Trustees by email, phone, text or in person. We will pass them along to HR and/or legal for explanation or clarification.

Below is the policy as it will appear in the updated Olmsted Township Personnel Manual.

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- 2. the employee's spouse is not eligible for coverage through a healthcare insurance plan such as State Teachers Retirement System (STRS), railroad, union or other recognized healthcare plan;*
- 3. the employee's spouse is self-employed without access to group coverage; or*
- 4. the employee's spouse's employer does not offer healthcare coverage; or*
- 5. the employee's spouse is not eligible to participate in his/her employer's healthcare plan; or*
- 6. the employee's spouse's monthly premium cost is 30% or more of the total monthly premium cost of the healthcare plan.*

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Employees are responsible for notifying the Fiscal Office within 30 days upon any change in his/her spouse's employment or coverage status.

Thank you for your attention to this important issue.

Sincerely,

Lisa
(440) 759-0779

Jeanene
(440) 391-0540

Riley
(440) 865-6300