

RESOLUTION NO. 127-2023

Opt-Out Healthcare Coverage Changes to the Employee Personnel Manual

Cuyahoga County, Ohio

Be It Resolved by the Township Trustees of Olmsted Township

that

Whereas, in review and update of the Employee Personnel Manual the Board of Trustees has recommended changes to the Healthcare Opt-Out section to read as follows:

Any employee of Olmsted Township may elect to waive healthcare, medical insurance coverage in its entirety (including dental and optical); the employee making such a choice is not covered under the provisions of the Township health insurance plan. In compliance with ORC 505.603, the employee shall receive a monthly stipend not to exceed 25% of the monthly premium cost.

An employee must make such waiver request in writing prior to the sign-on period. It will take thirty (30) days to process this request before it is applied. The employee must provide proof of healthcare insurance to the Fiscal Officer before choosing to waive Olmsted Township healthcare.

An employee may elect to opt-out of medical insurance, but not opt-out of dental and optical coverage. In this case, the employee, his/her spouse, and eligible dependents may also receive dental and optical coverage at the same rate paid by the employee.

The following conditions apply for Opt-Out Reimbursement for members of a recognized union.

Any member of a bargaining unit (IAFF, OPBA, etc.) who elects to waive health and medical insurance coverage in its entirety (including dental and optical), meaning he/she is not covered on the Township healthcare insurance plan, shall receive a monthly stipend of \$250/month for a waiver of single coverage, or \$500/month for a waiver of family, employee/spouse, or employee child(ren) coverage. Employees must make such waiver request in writing thirty (30) days prior to the opt-out stipend being applied and paid and must provide proof of insurance to the Township before choosing to waive the Township's current policy.

An employee may elect to opt-out of medical insurance, but not opt-out of dental and optical coverage. In this case, the employee, his/her spouse, and eligible dependents may also receive dental and optical coverage at the same rate paid by the employee.

Now therefore be it resolved that the Board of Trustees of Olmsted Township approve the recommended changes in policy to reflect the above language in the Revised Employee Personnel Manual 2023 on this day 27 October 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 15th day of November, 2023

Attest:

Brian W. Luttrell

Township Fiscal Officer

[Signature]
[Signature]

[Signature]
Township Trustees