



# UNION COUNTY UTILITIES AUTHORITY

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RESOLUTION NO.: 56-2014

DATED: June 18, 2014

## RESOLUTION OF THE UNION COUNTY UTILITIES AUTHORITY APPROVING A VOLUNTARY HEALTH BENEFITS PROGRAM FOR NON-CONTRACTURAL EMPLOYEES

APPROVED AS TO FORM:

Joseph C. Bodek  
Clerk of the Authority

By:

APPROVED AS TO SUFFICIENCY OF FUNDS

YES [ ] NO [ ] NONE REQUIRED  
UNION COUNTY UTILITIES AUTHORITY

By:

	PRESENT	ABSENT	AYE	NAY	ABSTAIN	MOTION	SECOND
<i>Badri</i>	X		X				
<i>Eastman</i>		X					
<i>Jackus</i>	X		X				
<i>Kahn</i>	X		X				X
<i>Kennedy, Secretary</i>	X		X				
<i>Kulish</i>	X		X				
<i>People, Treasurer</i>	X		X				
<i>Erds, Vice Chairwoman</i>	X		X			X	
<i>Huff, Chairman</i>	X		X				
<i>Bonanno, Alternate</i>	X		X				
<i>Lombardo, Alternate</i>		X					

**RESOLUTION OF THE UNION COUNTY UTILITIES AUTHORITY  
APPROVING A VOLUNTARY HEALTH BENEFITS PROGRAM  
FOR NON-CONTRACTURAL EMPLOYEES**

**WHEREAS**, the Union County Utilities Authority provides health insurance coverage for non-contractual employees (also referred to below as “exclusionary employees”) and ; and

**WHEREAS**, the Union County Utilities Authority hereby recognizes that some or all of its exclusionary employees may have available health insurance coverage through another employer or source; and

**WHEREAS**, on an individual basis, each of UCUA’s exclusionary employees and their covered spouses and dependents may not need to maintain the additional UCUA-provided health insurance coverage; and

**WHEREAS**, The Union County Utilities Authority (“UCUA”) desires to control the cost of employee health insurance coverage;

**NOW, THEREFORE, BE IT RESOLVED** by the Union County Utilities Authority that it hereby memorializes its existing policy and adopts a Voluntary Health Benefit Buyout Program for exclusionary employees, the terms and provisions of which program are as follows:

1. *Policy.*

The UCUA agrees to pay the rate of \$5,000.00 per annum through employees’ weekly payroll checks, to those employees with other health benefit insurance coverage, including prescription benefits, as defined herein who have agreed to waive or terminate health benefit insurance coverage currently provided by the UCUA for all coverage other than single coverage. These fifty-two (52) weekly payments of \$96.15 in lieu of health benefits shall continue for the period of time during which an employee’s insurance coverage, including prescription benefits, is not provided by the UCUA.

The UCUA agrees to pay the rate of \$1,800.00 per annum through employees’ weekly payroll checks to those employees with other health benefit insurance coverage, including prescription benefits, as defined herein, who have agreed to waive or terminate health benefit insurance coverage currently provided by the UCUA for single coverage. These fifty-two (52) weekly payments of \$34.62 in lieu of health benefits shall continue for the period of time during which an employee’s insurance coverage, including prescription benefits, is not provided by the UCUA.

All payments under this policy will be prorated if less than 1 year of the benefit is available. This policy may be modified, supplemented or discontinued in whole or in part at the sole discretion of the UCUA.

2. *Other Health Benefit Insurance Coverage* shall mean Family or Husband/Wife health benefit insurance coverage and prescription benefits provided to an employee or employee's spouse by the UCUA or another employer or source, with proof of such coverage to be provided to the UCUA by the employee in the form of a copy of the relevant insurance card indicating the insurance carrier, subscriber, group number, effective dates and type of coverage. Proof of coverage shall be provided on an annual basis by every employee who has elected to opt out of UCUA health benefit insurance coverage pursuant to this Voluntary Health Benefit Buyout Program.
3. *Eligibility.* Only those employees who have Other Health Benefit Insurance Coverage as defined in section two (2) above, shall be eligible to participate in this program.
4. *Re-Enrollment.*
  - A. An employee may re-enroll in the UCUA Health Benefits Insurance Program at any time if the employee's spouse loses his/her coverage for any reason, providing that the employee notify the UCUA within 72 hours of such loss of coverage and provide to the UCUA as soon as practicable a Certificate of Credible Coverage from the health benefit provider. Failure to immediately notify the UCUA may result in loss of coverage until such time as re-enrollment can be effectuated, and with result in the recoupment of any over-payments made in lieu of benefits.
  - B. Re-enrollment in the UCUA Health Benefit Insurance Program without loss of spouse coverage will be limited to the annual open-enrollment period(s) conducted by the UCUA.

In either case, the payments to the employee made in lieu of health benefit insurance coverage under this program will cease concurrent with the employee's re-enrollment. In all cases, re-enrollment terms, as well as benefit levels upon re-enrollment, will be subject to the insurance plan(s) maintained and provided by the UCUA and the laws, rules, regulations, contracts and policies governing such coverage. Nothing in this resolution shall be interpreted as providing any greater level of benefit coverage than that being provided to the group of UCUA exclusionary employees at the time of re-enrollment or under terms inconsistent with the insurance plan(s) contracts, rules, regulations and policies in effect at the time of re-enrollment.

5. All prior Resolutions, policies, or practices of the UCUA, or parts thereof, which are inconsistent or in conflict with the provisions of this Resolution are hereby deemed rescinded on the effective date hereof only to the extent of such inconsistency or conflict.
6. This policy shall be effective August 1, 2014 and shall also be added to the UCUA's Employee Handbook and Policies and Procedures Manual.