SALEM COUNTY IMPROVEMENT AUTHORITY

RESOLUTION 18-18

RESOLUTION SETTING HEALTHCARE WAIVER COMPENSATION
FOR CY 2012

WHEREAS, the Salem County Improvement Authority ("SCIA") currently participates in the State Health Benefit Plan ("SHBP"), and

WHEREAS, the SHBP and SCIA Policy permits an employee to waive health benefits coverage under the SHBP pursuant to Chapter 2, P.L. 2010; and

WHEREAS, Chapter 2, P.L. 2010 permits an employer to compensate an employee for a certain portion of the health benefits costs saved by such waiver;

NOW THEREFORE, BE IT RESOLVED by the SCIA as follows:

1. Any employee of the SCIA eligible for health benefits under a private self funded plan or the SHBP pursuant to his or her employment by SCIA shall be permitted to waive health benefits coverage otherwise provided by the SCIA. Any employee waiving such coverage shall be paid an amount equal to 25% of the actual costs saved by such waiver based on the initial value of the benefit in effect at the time the initial waiver is made, except that in no event shall such employee be paid an amount in excess of $5,000.00 and no annual adjustment will be made in the waiver amount.

2. The compensation for such waiver by an employee shall be paid in a separate check in addition to such employee’s base salary. Said payment shall be made on or about December 31, 2012. In the event
such employee seeks health care benefits through the SCIA during CY 2012 after initially waiving his/her right to health care benefits earlier in the year, said employee shall not be eligible for any compensation whatsoever for the period of time in CY 2012 that the employee did not have health care coverage.

3. To be eligible for compensation for any waiver hereunder, the employee shall first be required to provide SCIA with proof of alternate medical or health care insurance coverage.

Michael Burke, Chairman

I hereby certify the above to be a true copy of a resolution adopted by the SCIA at a meeting held on 23rd day of January 2012.

Ronald Howard, Secretary