

Resolution # 8 - 2024

A RESOLUTION ADOPTING CHANGES TO THE MILLVILLE HOUSING AUTHORITY'S PERSONNEL POLICY AND PROCEDURES MANUAL REGARDING HEALTH BENEFITS

WHEREAS, the Housing Authority of the City of Millville (MHA) will be adopting changes to the MHA Municipal Personnel Policies and Procedures Manual; and,

WHEREAS, these changes provide an additional 30 days Health Benefit severance to employees with a Medical and/or Family Leave of Absence only of 31 days or more; and

WHEREAS, the MHA does not require changes in the same nature in the Employee Handbook as there are no references.

NOW, THEREFORE BE IT RESOLVED by the Board of Commissioners of the MHA the MHA Personnel Policy and Procedures Manual is hereby amended as follows:

MEDICAL BENEFITS

Continuation Coverage. The federal Consolidated Omnibus Budget Reconciliation Act (COBRA) gives Employees and their qualified beneficiaries the opportunity to continue health insurance coverage under the MHA's health plan when a "qualifying event" would normally result in the loss of eligibility. Qualifying events include but are not limited to: resignation, termination of employment, death of an Employee, a reduction in an employee's hours or a leave of absence, and Employee's divorce or legal separation, and a dependent child no longer meeting eligibility requirements.

Under COBRA, health insurance benefits FOR MEDICAL AND/OR FAMILY LEAVE OF ABSENSE ONLY OF 31 DAYS OR MORE will continue at the Employer's expense as a severance, for an additional 30 calendar days, for the Employee only, and for the plan enrolled at the time coverage continuation becomes available. Total severance resulting in a 2-month period. If additional coverage is desired, the Employee or beneficiary is responsible for the full cost of coverage at MHA's group rates plus an administration fee. At the time of enrollment in the healthcare plan, MHA provides each eligible Employee with a written notice describing their rights under COBRA. In the event an Employee experiences a qualifying event, a COBRA Election Notice will be delivered to the eligible individual.

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Date

Samantha Silvers, Secretary