

Fire District No. 3

Township of Hanover, County of Morris

RESOLUTION DESIGNATING ELIGIBILITY FOR HEALTHCARE BENEFITS FOR EMPLOYEES

OCTOBER 6, 2016

16-10-06-98

WHEREAS, the Patient Protection and Affordable Care Act of 2010 (“Act”) provides provisions for small employers to provide Healthcare Insurance for certain employees, and

WHEREAS, the Board of Fire Commissioners desires to remain in compliance with the Act and its provisions to the extent they are applicable, and

NOW THEREFORE, BE IT RESOLVED BY THE COMMISSIONERS OF FIRE DISTRICT No. 3, TOWNSHIP OF HANOVER, COUNTY OF MORRIS, STATE OF NEW JERSEY as follows:

1. All employees covered by a Collective Bargaining Agreement (CBA) shall retain all benefits as outlined therein, and
2. All employees not covered by a CBA working no less than forty (40) hours per calendar week for no less than ninety (90) consecutive days shall be eligible for healthcare insurance as provided by the Board of Fire Commissioners, and
3. Benefits provided shall be the minimum as required by the Act, unless so decided otherwise by the Board of Fire Commissioners, and
4. Any employees eligible for coverage under (2) above may at their option ‘waive’ such benefits, and
5. All employees shall be subject to maintaining the minimum forty (40) hours per week to maintain such coverage, and if at such a time the above conditions are no longer met the employee shall be subject to the provisions of continuing benefits under COBRA, and
6. In the event it is determined that the Board of Fire Commissioner has employed an average of fifty (50) full time employees on business days during the preceding calendar year, paragraphs 2, 3 and 5 of this Resolution shall be suspended, and the Board of Fire Commissioner shall instead comply with the requirements of the Act applicable to “large employers” with respect to the provision of healthcare benefits.

It is hereby certified that this resolution is adopted by the Board of Fire Commissioners on this the 6th day of October, 2016.

Robert Callas, Secretary