

RESOLUTION NO. -

A RESOLUTION APPROVING THE INCLUSION OF A HEALTH INSURANCE OPT OUT INCENTIVE PROGRAM IN THE CREST HILL EMPLOYEE HANDBOOK AND AUTHORIZING THE CITY ADMINISTRATOR TO EXECUTE THE PROGRAM

WHEREAS, the Corporate Authorities of the City of Crest Hill, Will County, Illinois, have the authority to adopt resolutions and to promulgate rules and regulations that pertain to the City's government and affairs and protect the public health, safety, and welfare of its citizens; and

WHEREAS, pursuant to 65 ILCS 5/3.1-50-5, the City Council is authorized to determine the compensation of all city employees; and

WHEREAS, the City Council has discussed the establishment of a voluntary Health Insurance Opt-Out Incentive Program for eligible employees during its September 28, 2026, work session and has reviewed the proposed terms and conditions attached hereto as exhibits; and

WHEREAS, the City Council finds that authorizing the City Administrator to establish and administer the program in accordance with the approved terms will provide an additional employee benefit option while supporting the City's employee benefits program; and

WHEREAS, upon approval of this Resolution, the Health Insurance Opt-Out Incentive Program policy provision shall be incorporated into the City's Employee Handbook, with future amendments made as necessary through the City's established handbook review and update process and review and approval by City Council; and

WHEREAS, for the 2027 insurance year, the program will provide eligible employees with a bi-weekly incentive payment based upon one of three approved participation levels, contingent upon completion of all required documentation and continued compliance with program requirements; and

WHEREAS, the City Council intends to review the Health Insurance Opt-Out Incentive Program as part of future budget discussions and reserves the right to modify, continue, or discontinue the program as determined to be in the best interests of the City.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Crest Hill, Illinois, pursuant to its statutory authority, as follows:

SECTION 1: PREAMBLE. The City Council hereby finds that all the recitals contained in the preamble to this Resolution are true, correct, and complete and are hereby incorporated by reference thereto and made a part hereof.

SECTION 2: EXHIBIT A APPROVED. The City Council hereby finds and declares that Health Insurance Opt-Out Incentive Program (Exhibit A) should be and is hereby approved in form and substance. Therefore, the City Council hereby authorizes and directs the City Administrator to implement the program per the terms of the Employee Handbook and aforementioned Exhibit.

SECTION 3: SEVERABILITY. If any section, paragraph, clause, or provision of this Resolution is held invalid, the invalidity of such section, paragraph, clause, or provision shall not affect any other provision of this Resolution.

SECTION 4: REPEALER. All ordinances, resolutions or orders, or parts thereof, which conflict with the provisions of this Resolution, are to the extent of such conflict hereby repealed.

SECTION 5: EFFECTIVE DATE. This Resolution shall be in full force and effect immediately upon its passage and publication according to law.

[Intentionally Blank]

PASSED THIS 5TH DAY OF OCTOBER, 2026.

	Aye	Nay	Absent	Abstain
Alderman Scott Dyke				
Alderman Angelo Deserio				
Alderwoman Claudia Gazal				
Alderman Darrell Jefferson				
Alderperson Tina Oberlin				
Alderman Mark Cipiti				
Alderman Nate Albert				
Alderman Joe Kubal				
Mayor Raymond R. Soliman				
Christine Vershay-Hall, City Clerk				

APPROVED THIS 5TH DAY OF OCTOBER, 2026.

Raymond R. Soliman, Mayor

ATTEST:

Christine Vershay-Hall, City Clerk

EXHIBIT A