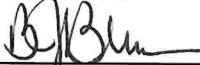


<b>POLICY ID:</b> <i>HR-014</i>		<b>TITLE:</b> <i>Insurance Opt-Out Policy</i>	
<input type="checkbox"/> ORIGINAL <input checked="" type="checkbox"/> REVISION <b>EFFECTIVE DATE:</b> <i>Original adopted: 04/28/2015</i>		<b>APPROVED:</b>  Village Clerk, Signature	<b>DATE:</b> <u>01-01-2023</u>
<b>APPLIES TO:</b>		<input checked="" type="checkbox"/> FLSA EXEMPT	<input checked="" type="checkbox"/> FLSA NON-EXEMPT
		<input checked="" type="checkbox"/> REPRESENTED EMPLOYEES	<input checked="" type="checkbox"/> Non-REPRESENTED EMPLOYEES
<i>This policy applies to all Village of Kronenwetter employees in the categories checked in this section. Provisions within individual personal contracts or a collective bargaining agreement may supersede certain parts of this policy.</i>			

**Purpose:**

The Village offers multiple health insurance plans, however some employees have health insurance coverage under a spouse, domestic partner or parent and hence do not need to take coverage from the Village. This policy reimburses those employees that opt-out of current insurance coverage that the Village offers.

**Procedure:**

Any regular full-time employee who is eligible for the non-TeamCare Insurance coverage who agrees to opt out of the non-TeamCare health insurance coverage shall be reimbursed two hundred fifty dollars (\$250) per month, provided the employee presents proof of health insurance coverage from another source.

There shall be no reimbursement paid for those employees that are covered by a non-TeamCare Insurance coverage for dental, life or any other coverages offered by the Village.