BOROUGH OF TINTON FALLS **R-26-169**
COUNTY OF MONMOUTH

RESOLUTION TO OFFER AN INCENTIVE FOR EMPLOYEES TO CHOOSE LOWER COST PLANS UNDER THE STATE HEALTH BENEFITS PLAN

WHEREAS, the Borough of Tinton Falls recognizes the need to offer more affordable health care options to its full-time employees; and

WHEREAS, the plan options available through the State Health Benefits Plan (SHBP) include various plans with differing premium amounts; and

WHEREAS, the Borough desires to offer an incentive to employees who choose a plan with a lower premium amount, so as to allow the employees to share in the cost savings with the Borough; and

WHEREAS, the choice of plan, to be made by October 31, 2026, is entirely voluntary and up to each individual employee to choose the plan that best suits their needs and financial ability; and

NOW, THEREFORE, BE IT RESOLVED by the Borough Council of the Borough of Tinton Falls that the terms of the incentive plan for full-time employees shall include:

1. Any employee who changes into a plan with a lower premium cost shall be entitled to a one-time payment from the Borough in an amount equal to Twenty-Five Percent (25%) of the cost savings resulting from the lower premium.

2. The financial incentive established by this Resolution shall be a one-time payment for this year, not for any future years, unless authorized by an appropriate resolution.

3. The financial incentive does not extend to participants enrolled under P.L. 2005, c. 375 (certain over-age adult children) and COBRA.

4. The financial incentive amount is reportable income.

5. The financial incentive shall be forfeited and returned to the Borough if the employee fails to remain enrolled for the full year in the lower cost plan, except if an employee is made ineligible for healthcare through layoff, involuntary separation, reduction to part-time status, or classification into an ineligible position. If the Borough changes health plans or an employee voluntarily retires, resigns or changes health plans due to a catastrophic or emergency health need as determined by the Borough within the year, then the incentive shall be forfeited on a pro rata basis.

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Michael J. Nesci, Council President

R-26-169

BOROUGH OF TINTON FALLS COUNCIL

Council Member	Moved	Second	Ayes	Nays	Absent	Abstain
Mr. Alessi						
Ms. Buckley						
Mr. Clayton						
Mr. Neis						
Mr. Nesci						

CERTIFICATION

I, Michelle Hutchinson, Borough Clerk of the Borough of Tinton Falls, hereby certify the foregoing to be a true copy of a resolution adopted by the Tinton Falls Borough Council at their meeting held October 6, 2026.

WITNESS, my hand and the seal of the Borough of Tinton Falls this 6th day of October 2026.

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Michelle Hutchinson
Borough Clerk