RESOLUTION NO. 26-8-1

AUTHORIZING AND APPROVING AN UPDATE OF HEALTH INSURANCE BENEFITS POLICY AND PROCEDURE FOR ALL TOWN OF MOREHOUSE ELECTED OFFICIALS, EMPLOYEES AND RETIREES

DATED: AUGUST 11, 2026

BY: Sonya DeVinpt

Disclosure of Health Insurance Benefits

Summary – The following is a brief description of the insurance benefits currently offered by the Town to eligible employees. Eligibility for benefits is dependent upon a variety of factors, including employment classification and length of service. The description of the benefits provided is only an overview. The plan documents or specific government regulation provide a full description of the specific benefit.

Plan Administrator – The Town Supervisor serves as the Administrator of the Town's benefits plans. The Administrator is responsible for all communications and disclosures concerning Town benefits and is available to answer questions concerning the benefit plans. A description of each of the plans may be obtained from the Town Supervisor.

Plan Documents – Benefits are administered according to applicable government regulation, benefit plan documents, insurance carrier master policy, or Town policy. Should there be a discrepancy between the information presented and the benefit plan document, the Town Board has discretionary authority to determine eligibility for benefits and to interpret the plan's terms. The Town Board is responsible for compliance with all applicable laws and regulations. The Town Board may, at its discretion, change carriers and/or offer alternative insurance plans.

Changes in Benefits – Any benefit offered by the Town to employees or Elected Officials is subject to change or discontinuance by resolution of the Town Board.

Waiver of Benefits – An employee who is eligible to participate in any of the available insurance plans, but who elects not to participate must sign an appropriate waiver of enrollment form.

Enrollment Information – The Town Supervisor will provide the employee with the enrollment forms and assist with the administrative and operational aspects of the various insurance plans. Enrollment in a benefit plan is not automatic. Employees must complete the appropriate enrollment forms and applicable payroll deduction authorizations in order to receive benefits.

Changes in Status – Employees whose status changes from full-time to part-time are notified of the changes to their Town benefits. This notification contains all legally mandated information regarding applicable benefits, including COBRA health insurance continuation. An employee must immediately notify the Town Supervisor in the event that the employee has a change in marital or family status that may affect coverage, such as marriage, divorce, legal separation, death of a spouse or dependent, acquiring or losing a dependent, change in dependent status (such as becoming ineligible due to age), changes in address.

Medical Insurance

Eligibility – The Town currently provides medical insurance coverage to Full-time Elected Officials, and their eligible family members beginning on the first day of office. Full-time employees and their eligible family members are eligible for medical insurance after completing sixty (60) days of employment. The open enrollment period occurs in January. Part-time, temporary, and seasonal employees are not eligible for medical insurance coverage. Full-time Elected Officials and Full-time employees are defined as employees who work twelve months per year and are regularly scheduled to work 40 hours per week

When Coverage Begins – Coverage begins for full-time employees after completing sixty (60) days of employment and for full-time Elected Officials on the first day of office, provided all insurance plan eligibility requirements are met.

When Coverage Ends – Coverage ends on the last day of the month in which an employee separates from employment or an Elected Official's service ends. Eligible employees and Elected Officials may continue coverage under the COBRA policy. Eligible retirees may continue coverage in accordance with Town policy and plan documents.

Premium Payment (Full-Time Employees) – The Town will pay the full premium for each full-time employee's individual medical insurance coverage. The Town will pay 90% of the difference of the additional premium cost for two-person or family dependent coverage, and the remaining 10% additional premium will be deducted from the employee's paycheck.

Effective September 1, 2026, for all employees.

Premium Payment (Fulltime Elected Official) – The Town will pay the full premium for each eligible full-time Elected Official's individual medical insurance coverage. The Town will pay 90% of the difference of the additional premium cost for two-person or family dependent coverage, and the remaining 10% additional premium will be deducted from the employee's paycheck.

Effective September 1, 2026, for all eligible Elected Officials.

Changes in Premium Contributions – The amount of the insurance premium an employee or elected official is required to contribute is subject to change by resolution of the Town Board. The Town Board will provide a two-month written notice of such change.

Medical Insurance Buy-out

Eligibility – The Town of Morehouse provides a medical insurance buy-out for those eligible Elected Officials and employees who waive their right to enroll in the medical insurance plan. The Town will provide only one medical insurance policy for an eligible Elected Official or employee whose spouse and/or dependent(s) (if eligible to be under the same policy) also work for the Town. In such an instance, the Town will pay only one medical insurance buy-out; therefore, said spouse and/or dependent(s) under the same policy are not eligible for their buy-out provision(s). Renewable each December, every eligible Elected Official or employee who is enrolled in the buy-out provision is required to give documentation showing they (and their spouse and/or dependent(s) who work for the Town, if applicable) are enrolled in a medical insurance plan for the following year.

Amount of Buy-out – An employee or Elected Official who is eligible for the medical insurance buy-out will receive an amount of $ 1,500.00. Such amount will be pro-rated in those cases where an active employee or Elected Official has not waived coverage for the entire year. An employee or Elected Official who separates from employment, or leaves office for any reason, will receive a pro-rated amount of the buy-out for the period employed by the Town and covered by waiver.

Method and Form of Payment – Payment of the buy-out will be made 50% payment July 1st and 50% in the final payroll of the calendar year. This payment is in addition to the compensation and/or salary to which the employee or Elected Official is otherwise entitled, will be treated as part of the employee's/Elected Official's gross income, and will be subject to the appropriate withholding for income and payroll tax purposes. The buy-out amount is excluded from the retirement system earnings calculation.

Reinstatement – If an eligible Elected Official or employee chooses to rescind their waiver and enroll in the Town's medical insurance plan, a written notice must be provided to the Town Supervisor during the open enrollment period for coverage to become effective the following January 1st. Additionally, there may be life events that allow or require enrollment outside of the open enrollment period, for which an Elected Official or employee may request further information from the Town Supervisor.

Medical Insurance Buy-out Option - Effective July 1, 2026, for all eligible Elected Officials and employees.

Changes – This policy may be changed or eliminated at any time by resolution of the Town Board.

Medical Insurance for Retirees Coverage
For purposes of this resolution, retirees are individuals who leave Town employment and move directly to Social Security or retire directly through the New York State Retirement System, provided they were eligible for health insurance as employees.

To receive retirement coverage, retired Elected Officials and retired employees must be enrolled in the Town's Medical Health Insurance Plan at the time of retirement. If they decline coverage at retirement or later withdraw from the Town Health Insurance Plan, they will not be eligible for future coverage.

A. Employees who retired before January 1, 2000, and have at least 10 years of continuous service as a full-time employee or full-time Elected Official are eligible under this section.

A retiree eligible under Section (A) may obtain individual coverage and receive reimbursement as follows:

1. The Town will pay 90% of an individual or supplemental plan up to $500.00 per month.

2. The Town will pay 90% of an individual or supplemental plan for a spouse or surviving spouse, up to $500.00 per month.

Reimbursement will be made after the retiree, or surviving spouse submits a voucher with documentation of insurance payments.

B. Employees who retire on or after December 31, 2025, with at least 25 years of continuous service as a full-time employee or full-time Elected Official, and who were covered under the Town's medical insurance plan on their retirement date, are eligible for the Town to pay 100% of the premium for an individual plan. Retirees may continue dependent medical coverage by paying the additional premium cost for two-person or family dependent coverage. If the required forms or premium payments are not received at the time specified, the additional medical insurance coverage will cease. Dependent coverage following divorce or legal separation will be governed by the plan documents and COBRA requirements.

Plan – The Town will offer eligible retirees the same medical insurance plans available to current employees. The Town Board may change the plans at any time, including coverage type, retiree contribution requirements, and insurance carrier.

Coverage through the Town will continue until the retiree or eligible spouse qualifies for Medicare, at which point Medicare will become the primary coverage. The retiree and/or eligible spouse may then be required to change plans to maintain supplemental coverage.

If the Town does not offer a Medicare or Medicare Supplemental Plan, or if the retiree elects separate coverage, the Town will reimburse the retiree for those plan costs as follows:
A retiree eligible under Section B may obtain individual coverage and receive reimbursement as follows:

1. The Town will pay 100% of an individual or supplemental plan, up to $500.00 per month.

Reimbursement will be made after the retiree submits a voucher with documentation of insurance payments.
Effective September 1, 2026, for all eligible Retired Elected Officials and employees.

Premium Payment – The Town will pay the applicable premium or reimbursement for insurance coverage for each eligible retiree.
Changes in Premium Contributions – The amount of the insurance premium a retiree or retiree's spouse is required to contribute is subject to change by resolution of the Town Board. The Town Board will provide a two-month written notice of such change.

Continuation of Health Insurance Benefits (COBRA/NYS Continuation Coverage)
Summary – The federal Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) offers "qualified beneficiaries" the right to continue existing health insurance coverage, completely at their own expense, under certain qualifying conditions. **All required premiums and administrative fees must be paid in a timely manner in order for coverage to continue.**

NYS Continuation Coverage – For purposes of this policy, references to COBRA will be considered to incorporate the requirements for "Continuation Coverage" set forth in NYS Insurance Law, which provides enhancements over and above the provisions of COBRA.

Eligibility – An individual is a "qualified beneficiary" if the individual is covered under a group health plan on the day before a qualifying event as either a covered employee or Elected Official, the spouse of a covered employee or Elected Official, or a dependent child of a covered employee or Elected Official. A child who is either born to or who is placed for adoption with the covered employee or Elected Official during a period of COBRA coverage is also a "qualified beneficiary" entitled to COBRA coverage.

Period of Coverage – COBRA coverage is in effect for a period of up to **thirty-six months**, following any qualifying event. The COBRA requirements do not put any limit on the number of times a qualified beneficiary may be entitled to COBRA continuation coverage.

Qualifying Events – If a qualified beneficiary loses coverage under a group health plan as a result of a "qualifying event," the qualified beneficiary is entitled by COBRA to the continuation of group health insurance coverage at the qualified beneficiary's own expense. Any of the following circumstances are considered to be qualifying events:
- Termination of the covered employee's (or Elected Official's) employment for any reason except gross misconduct, or the covered employee's loss of eligibility to participate due to reduced work hours.
- When a covered employee is on a leave of absence due to military service obligations.
- Death of a covered employee or Elected Official.
- Divorce or legal separation from a covered employee or Elected Official.

- A covered dependent ceases to be a "dependent child" under the health insurance plan.
- A covered dependent child's loss of eligibility to participate in the insurance plan due to the covered employee or Elected Official becoming covered by Medicare as a result of total disability or required Medicare enrollment at age sixty-five.

Change in Beneficiary Status – An employee or Elected Official must notify the Town Supervisor within sixty calendar days of a legal separation or divorce or when a dependent is no longer eligible for insurance due to the age limitations or educational status requirements established by the insurance plan. The Town will not be responsible for any loss of coverage resulting from failure by the employee or Elected Official to give notification of such an event.

Enrollment Information – The Town Supervisor will provide the employee or Elected Official with the enrollment forms and assist with the administrative and operational aspects of COBRA. **Enrollment is not automatic. The employee or Elected Official must complete the necessary enrollment forms and return all COBRA forms to the Town Supervisor within the time indicated**. If the required forms or premium payments are not received at the time specified, medical insurance coverage will cease.

Seconded by: Mary Ann Mosher

DeVuyst: ✓

Mosher: ✓

Uebele: ✓

Taylor: ✓

Fernandez: ✓

Anthony Fernandez
Morehouse Town Supervisor

Stephanie Tichenor
Morehouse Town Clerk

RESOLUTION NO. 26-8-2

SETTING RATE FOR TRAVEL ALLOWANCE

DATED: AUGUST 11, 2026

BY: Mary Ann Mosher

BE RESOLVED, that the Town of Morehouse will, effective July 1, 2026, compensate for auto mileage incurred by employees on behalf of the Town at the rate of $.76 per mile.

Seconded by: Brian Taylor

DeVuyst: X

Mosher: X

Uebele: X

Taylor: X

Fernandez: X

Anthony Fernandez
Morehouse Town Supervisor

Stephanie Tichenor
Morehouse Town Clerk

RESOLUTION NO. 26-8-3

TRANSFER FUNDS FOR IRS PAYMENT

DATED: AUGUST 11, 2026

BY: Mary Ann Mosher

WHEREAS, the Town of Morehouse received notification from the Internal Revenue Service of penalty payment due to late payment of 2023 payroll taxes in the amount of $1,774.73, and

WHEREAS, the amount was due upon receipt and the Town had not budgeted for such an expenditure in the 2026 budget, and

THEREFORE, BE IT RESOLVED, that $1,774.73 be transferred from the Unappropriated General Fund Balance to account A.9030.0800, Social Security, to make said payment, and be it further

RESOLVED, that the County Treasurer, be so notified.

Seconded by: Sonya DeVuyst

DeVuyst: X

Mosher: X

Uebele: X

Taylor: X

Fernandez: X

Anthony Fernandez
Morehouse Town Supervisor

Stephanie Tichenor
Morehouse Town Clerk