



BOROUGH OF POMPTON LAKES PASSAIC COUNTY, NEW JERSEY



Resolution No: 25-31

TITLE:

AUTHORIZING PAYMENT IN LIEU OF HEALTH BENEFITS FOR 2025 (Ryan Wright)

WHEREAS, N.J.S.A. 52: 14-17.31a and N.J.S.A. 40A: 10-17.1 authorizes local units providing employees with benefits through the State Health Benefits Plan or non-state coverage, to make annual payments to employees in exchange for waiving health coverage provided by the local unit; and

WHEREAS, Local units have the sole discretion as to whether or not offer employee payments for waiver payments; and

WHEREAS, N.J.S.A. 52: 14-17.31a and N.J.S.A. 40A: 10-17.1 state that the employee's spouse or domestic partner coverage cannot be through the State Health Benefits Plan at the time of the waiver payment; and

WHEREAS, the Borough has negotiated with both employee bargaining units contract language providing for an employee to opt out of receiving health benefits from the Borough when the employee is covered by a bona fide health plan from their spouse or other source, as provided by statute; and

WHEREAS, the Borough agrees to refund 25% of the premium of the N.J. Direct 15 plan or \$5,000.00, whichever is less, for which the employee is eligible to the opting out employee, payable in equal installments by pay period during the course of the plan year, as long as the employee is covered by such optional insurance; and

WHEREAS, an employee has provided the Borough Administrator with proof of such coverage and the documents have been found satisfactory; and

WHEREAS, Ryan Wright was hired effective November 17, 2003 and has elected to waive N.J. Direct 15 plan health benefits for the calendar year 2024; and

WHEREAS, employees hired before May 21, 2010, and waiver payments maintained continuously since, are eligible for payment of 50% of the local unit's savings, only in the case that the employee's spouse does not maintain coverage through the State Health Benefits Plan;

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Borough Council of the Borough of Pompton Lakes, in the County of Passaic, and State of New Jersey, that Ryan Wright shall not be provided health benefits, but shall receive a refund of premium payment of \$16,697.07 annually; and

BE IT FURTHER RESOLVED, that the Chief Financial Officer has certified that sufficient funds are available in Account #5-01-23-220-102.

RECORD OF COUNCIL VOTE:

I, Elizabeth Brandsness, R.M.C., Municipal Clerk, hereby certify that the above resolution is a true copy of the resolution adopted by the Mayor and Council at their Regular Meeting held on Wednesday, January 8, 2025 at 7:30 p.m. in the Pompton Lakes Municipal Building, 25 Lenox Avenue, Pompton Lakes, N.J.

Motion - by: _____

Second - by: _____

COUNCIL	Yes	No	Absent	Abstain	COUNCIL	Yes	No	Absent	Abstain
Cruz					Kihlberg				
Hinton					Polidori				
Kent					Venin				
MAYOR (Tie-Break Vote): Yes ☐ No ☐									

Date of Adoption: January 8, 2025

Elizabeth Brandsness, R.M.C., Municipal Clerk

Michael Serra, Mayor

CC: Borough Administrator, Payroll, Employee File



BOROUGH OF POMPTON LAKES PASSAIC COUNTY, NEW JERSEY



Resolution No: 24-329

TITLE:

AUTHORIZING PAYMENT IN LIEU OF HEALTH BENEFITS FOR 2024 (Ryan Wright)

WHEREAS, N.J.S.A. 52: 14-17.31a and N.J.S.A. 40A: 10-17.1 authorizes local units providing employees with benefits through the State Health Benefits Plan or non-state coverage, to make annual payments to employees in exchange for waiving health coverage provided by the local unit; and

WHEREAS, Local units have the sole discretion as to whether or not offer employee payments for waiver payments; and

WHEREAS, N.J.S.A. 52: 14-17.31a and N.J.S.A. 40A: 10-17.1 state that the employee's spouse or domestic partner coverage cannot be through the State Health Benefits Plan at the time of the waiver payment; and

WHEREAS, the Borough has negotiated with both employee bargaining units contract language providing for an employee to opt out of receiving health benefits from the Borough when the employee is covered by a bona fide health plan from their spouse or other source, as provided by statute; and

WHEREAS, the Borough agrees to refund 25% of the premium of the N.J. Direct 15 plan or \$5,000.00, whichever is less, for which the employee is eligible to the opting out employee, payable in equal installments by pay period during the course of the plan year, as long as the employee is covered by such optional insurance; and

WHEREAS, an employee has provided the Borough Administrator with proof of such coverage and the documents have been found satisfactory; and

WHEREAS, Ryan Wright was hired effective November 17, 2003 and has elected to waive N.J. Direct 15 plan health benefits for the calendar year 2024; and

WHEREAS, employees hired before May 21, 2010, and waiver payments maintained continuously since, are eligible for payment of 50% of the local unit's savings, only in the case that the employee's spouse does not maintain coverage through the State Health Benefits Plan;

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Borough Council of the Borough of Pompton Lakes, in the County of Passaic, and State of New Jersey, that Ryan Wright shall not be provided health benefits, but shall receive a refund of premium payment of \$14,260.05 annually; and

BE IT FURTHER RESOLVED, that the Chief Financial Officer has certified that sufficient funds are available in Account #4-01-23-220-102.

RECORD OF COUNCIL VOTE:

I, Elizabeth Brandsness, R.M.C., Municipal Clerk, hereby certify that the above resolution is a true copy of the resolution adopted by the Mayor and Council at their Regular Meeting held on Wednesday, August 14, 2024 at 7:30 p.m. in the Pompton Lakes Municipal Building, 25 Lenox Avenue, Pompton Lakes, N.J.

Motion - by: _____

Second - by: _____

COUNCIL	Yes	No	Absent	Abstain	COUNCIL	Yes	No	Absent	Abstain
Cruz					Kihlberg				
DeLine					Polidori				
Kent					Venin				
MAYOR (Tie-Break Vote): Yes ☐ No ☐									

Date of Adoption: August 14, 2024

Elizabeth Brandsness, R.M.C., Municipal Clerk

Michael Serra, Mayor

CC: Borough Administrator, Payroll, Employee File