

Resolution No. 2026-05-18-002

A RESOLUTION ESTABLISHING A POLICY FOR DEPENDENT HEALTH COVERAGE FOR EMPLOYEES OF THE VILLAGE OF WAYNE LAKES, OHIO, AND DECLARING IT AN EMERGENCY.

WHEREAS, the Council of the Village of Wayne Lakes recognizes that providing access to dependable and affordable health insurance is essential to attracting and retaining qualified employees; and

WHEREAS, the Village Council finds it necessary to establish a clear and consistent policy regarding eligibility, enrollment, and administration of dependent health coverage; and

WHEREAS, the Council desires to ensure compliance with applicable state and federal laws, including requirements governing dependent eligibility and continuation of coverage;

NOW, THEREFORE, BE IT RESOLVED by the Council of the Village of Wayne Lakes, Darke County, Ohio:

Section 1. Purpose

The purpose of this policy is to define eligibility, enrollment procedures, documentation requirements, and cost-sharing provisions for dependent health coverage offered to eligible Village employees.

Section 2. Definition of Eligible Dependents

For purposes of Village-provided health insurance, the following individuals shall be considered eligible dependents:

- **Dependent Eligibility** — A legally married spouse of the employee.
- **Dependent Children** — Biological, adopted, stepchildren, or children for whom the employee has legal guardianship, up to age 26 or as otherwise required by law.
- **Disabled Adult Dependents** — A dependent child over age 26 who is medically certified as disabled and primarily reliant on the employee for support, consistent with plan requirements.
- **Other Dependents** — Additional categories may be approved by Council if permitted under the Village's health plan contract.

Section 3. Enrollment Requirements

Eligible dependents may be enrolled:

- During the employee's initial eligibility period
- During the annual open enrollment period
- Within **30 days** of a qualifying life event

Employees must provide required documentation. Failure to provide documentation may result in denial or termination of dependent coverage.

Section 4: Cost-Sharing

The Village shall determine annually:

- The Village's contribution toward dependent premiums
- The employee's required contribution
- Any changes to premium tiers

Contribution rates shall be communicated to employees prior to each plan year.

Section 5. Dependent Employer Coverage Requirement

The Village shall not subsidize dependent coverage in cases where the dependent has access to employer-sponsored insurance.

Section 6. Administration

The **Fiscal Officer** and/or **Mayor** shall administer this policy, verify eligibility, maintain records, and coordinate with the Village's health insurance provider.

Employees may submit a written appeal of any eligibility determination to the Village Council within **30 days** of notice.

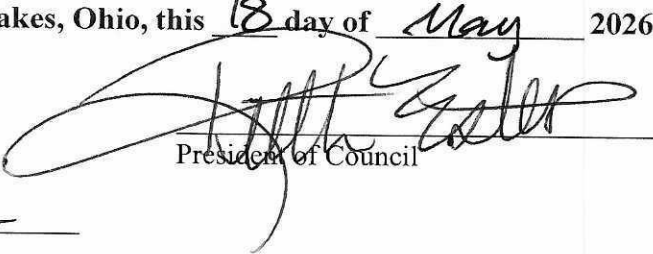
Section 7. Compliance

This policy shall be interpreted in accordance with all applicable federal and Ohio laws. In the event of a conflict between this policy and the Village's health plan contract, the contract shall control.

Section 8. Effective Date

This Resolution is hereby declared to be an emergency measure, necessary for the immediate preservation of the public peace, health, and safety of the Village of Wayne Lakes. The Council therefore waives the requirement of three separate readings, and this Resolution shall become effective immediately upon its passage.

Passed by the Village of Wayne Lakes, Ohio, this 18 day of May 2026.



President of Council



JOHN WATHEN, FISCAL OFFICER



LINDA CLARK, MAYOR