

**VILLAGE OF HARWOOD HEIGHTS
COOK COUNTY, ILLINOIS**

ORDINANCE NO. 10-03

**AN ORDINANCE PROVIDING FOR THE BUYOUT OF THE HEALTHCARE BENEFITS PLAN
FOR NON NEGOTIATED VILLAGE EMPLOYEES**

**ADOPTED BY THE
PRESIDENT AND BOARD OF TRUSTEES
OF THE
VILLAGE OF HARWOOD HEIGHTS
THIS 14TH DAY OF JANUARY, 2010**

**ARLENE C. JEZIERNY, MAYOR
MARCIA L. POLLOWY, VILLAGE CLERK**

**MARK DOBRZYCKI
MICHAEL J. GADZINSKI
DEMETRIOS MOUGOLIAS
THERESE SCHUEPFER
LAWRENCE STEINER
LESTER SZLENDK**

Published in pamphlet form by the authority of the President and Board of Trustees of the Village of Harwood Heights, Cook County, Illinois this 14th day of January, 2010.

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ORDINANCE NO. 10-03**

**AN ORDINANCE PROVIDING FOR THE BUYOUT OF THE HEALTHCARE BENEFITS PLAN
FOR NON NEGOTIATED VILLAGE EMPLOYEES**

WHEREAS, the Village of Harwood Heights (hereinafter, "the Village") is a home rule unit of government pursuant to Section 6(a), Article VII of the 1970 Illinois Constitution; and

WHEREAS, pursuant to its home rule power, the Village may exercise any power and perform any function relating to its government and affairs; and

WHEREAS, the Corporate Authorities of the Village find it to be in the best interest of the Village and its residents to decrease the cost to the Village of the non negotiated employee healthcare benefits; and

WHEREAS, the Corporate Authorities find it to be in the best interest of the Village and its effective operation and delivery of services by providing an incentive for non negotiated employees to secure healthcare benefits other than those offered by the Village;

NOW, THEREFORE, BE IT ORDAINED by the President and the Board of Trustees of the Village of Harwood Heights, County of Cook, Illinois, that the Village Code be amended to read as follows:

SECTION 1. Recitals. The foregoing recitals shall be and are hereby incorporated into and made a part of this Ordinance as if fully set forth in this Section 1.

SECTION 2. Title. This Ordinance shall be known and may hereafter be referred to as the *2010 Buyout Option of Healthcare Benefits Plan for Non Negotiated Village Employees Ordinance*.

SECTION 3. Enactment. Ordinance 10 – 03 implements the 2010 Buyout Option of Healthcare benefits for Non Negotiated Village Employees shall read as follows:

- A. Effective January 1, 2010, all non negotiated village employees who elect to not to be covered by all Village Healthcare and Life insurance plans (i.e., Blue Cross/Blue Shield PPO plan, HMO and Sun Life Dental/Life) shall receive a one time payment in the amount of:

Employee only	\$2000
Employee and spouse	\$3500
Employee and child	\$3500
Family	\$5000

B. To qualify for the buyout option and its payment, the employee must:

1. Submit documentation of employee healthcare coverage through another provider no later than February 15, 2010.
2. Remain off the Village healthcare benefits plan for a two year period and would be eligible for return to a Village plan no earlier than January 1, 2012. In the event that an employee's alternative health plan is terminated involuntarily, he/she may return to the Village healthcare plan but will be required to reimburse the Village the buy-out payment. The amount reimbursed to the Village will be calculated prorate.
3. Make all payments and contributions to the Village healthcare plan until healthcare benefits are transferred to the employee's new plan.

SECTION 4. RESOLUTION OF CONFLICTS.

All ordinances in conflict herewith are hereby repealed to the extent of such conflict.

SECTION 7. SAVING CLAUSE.

If any section, paragraph, clause, or provision of this Ordinance shall be held invalid, the invalidity thereof shall not affect any of the other provisions of this Ordinance, which are hereby declared to be separable.

SECTION 8. IMMEDIATE EFFECTIVE DATE.

This Ordinance shall take effect immediately upon its passage

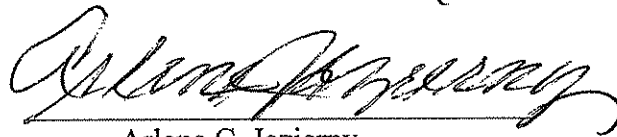
ADOPTED on this 14th day of January, 2010, pursuant to a roll call vote as

follows:

	YES	NO	ABSTAIN	ABSENT	PRESENT
DOBRZYCKI			X		X
GADZINSKI	X				X
MOUGOLIAS	X				X
SCHUEPFER	X				X
STEINER	X				X
SZLENDAK	X				X
Mayor Jezierny					X
TOTAL	5		1		7

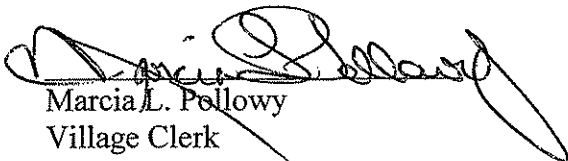
Ordinance No. 10-03

APPROVED by the Mayor on this 14th day of January, 2010.



Arlene C. Jezierny
MAYOR

ATTEST



Marcia L. Pollowy
Village Clerk