

RESOLUTION OF THE HOUSING AUTHORITY OF THE CITY OF RAHWAY

RESOLUTION NO. 1567

DATE OF ADOPTION: JUNE 14, 2018

SUBJECT: HEALTH BENEFITS FOR DEPENDENT CHILDREN OVER 21 YEARS OF AGE

THE FOLLOWING RESOLUTION was presented by the Executive Director/Secretary at a Regular Meeting held on June 14, 2018:

WHEREAS, the Rahway Housing Authority's Personnel Policy is silent on Employee Dependent Benefits; and

WHEREAS, before the Affordable Care Act, (ACA) (aka Obama Care) the Employee's responsibility of Dependent Care ended at the age of 21; and

WHEREAS, in the ACA, if the Employer offers in the first place, must allow the medical coverage of an employee's child to age 26; and

WHEREAS, the ACA does not require the Employers to pay for said coverage but must offer the coverage to the Employee's child at the same cost. The Employer cannot "charge" the employee more to extend dependent coverage past 21 years of age. This provision is called "same coverage, same cost"; and

WHEREAS, the ACA does not prevent the employer from paying for said coverage but does not require the employer to pay for said coverage; and

WHEREAS, the Executive Director has presented to the Commissioners for discussion several recommendations concerning child healthcare benefits beyond the age of 21; and

WHEREAS, those recommendations high points are:

- A. Extend child/dependent medical coverage to 23 (23 is the new 21) paid by the Employer.
- B. After the age of 23, the employee has the option to keep their child/dependent on RHA health plan at their cost at the same cost (same coverage, same cost).
- C. Under both scenarios, the child/dependent does not have to live at home or be financially dependent on the parents (can be working).
- D. Once the dependent opts out, no matter who is paying for said coverage, the individual cannot opt back in.
- E. RHA's medical coverage does not extend to one who has joined the military.
- F. A child/dependent cannot be considered a dependent if a child/dependent has a child of their own.

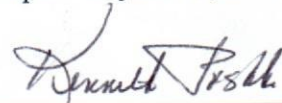
NOW, THEREFORE, BE IT RESOLVED that the Commissioners of the Rahway Housing Authority approve of the Executive Director's recommendations and direct him to revise RHA's Personnel Policy to reflect the recommendations and present the revised Personnel Policy for approval at the September Board Meeting.

COMMISSIONER Lesinski made a motion to adopt the above resolution, which was seconded by **COMMISSIONER** Simon, and on a roll call vote the Ayes and Nays were as follows:

<u>AYES</u>	<u>NAYS</u>	<u>ABSTAIN</u>	<u>ABSENT</u>
Lesinski			Parson
Pekarofski			Snowden
Ragan			Thomas
Simon			

THE CHAIRPERSON thereupon declared Resolution No. 1567 adopted.

I certify that the foregoing is a true copy of a resolution of the Housing Authority of the City of Rahway adopted on June 14, 2018.



Kenneth Pushko
Executive Director/Secretary

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