



Municipalities building a
stable insurance future.

**RESOLUTION NO. 001-2015 - AMENDMENT TO RESOLUTION NO. 018-2014 - AMENDING
RECERTIFICATION PROCESS TIMELINE**

MOVED by Mr. Thayer, seconded by Mr. Rankin. A voice vote resulted as follows:
Ayes - 13, Noes - 0, Abstentions - 1 (Cook); Excused - 3 (Hart, Morey, and Prato); Absent - 1
(Perine). RESOLUTION ADOPTED. (Changes to Resolution No. 5 of 2014 are in bold)

“WHEREAS, the Greater Tompkins County Municipal Health Insurance Consortium is a
self-insured municipal cooperative health benefit plan operating pursuant to Article 47 of the
New York State Health Insurance Law, and

WHEREAS, at GTCMHIC’s inception all employees were transferred into the
Consortium without verification that their spouse and/or dependents were still valid as defined
by their benefit plan, and

WHEREAS, changes occur in employees lives with marriage, divorce, child birth,
adoptions that may not become known to the health insurance provider, and

WHEREAS, Consortium Board Resolution No. 005-2014 approved forms and eligibility
guidelines for ensuring that spouses and/or dependents of new hires after May 1, 2014, meet
consistent requirements and provide consistent documentation to confirm that their relationship
with the insured complies with the Consortium’s eligibility guidelines, and

WHEREAS, The Greater Tompkins County Municipal Health Insurance Consortium has
a responsibility to all employees and employers to ensure that the Plan covers only eligible
spouses and/or dependents, and

WHEREAS, the Audit and Finance Committee has developed an internal process
utilizing each municipalities benefit clerk to implement the recertification of spouses and/or
dependents of all contracts that provides necessary information for verification of eligibility while
safeguarding privacy, now therefore be it

RESOLVED, upon recommendation of the Finance and Audit Committee, the Board of
Directors hereby approves the 2014/2015 Recertification Plan including forms and guidelines for
verification of spouse and/or dependent status for all contracts, active and retired, of the
Consortium,

RESOLVED, further, That the municipal partners will be instructed and expected to
execute the same verification process for consistency of results and will report such results to
the Consortium,

RESOLVED, further, That the verification process will begin on November 1, 2014 with
an amnesty period until February 28, 2015 **for those participants without the additional
collective bargaining step** for the removal of any ineligible spouse and/or dependents without
penalty and therefore eligible for COBRA,

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RESOLVED, further, That for those participants and contracts with the additional collective bargaining step, the amnesty period for those contracts covered by the impact bargaining process, the amnesty period will continue until two (2) months after the collective bargaining process on dependent certification has been ratified, and

RESOLVED, further That any ineligible covered lives discovered after February 28, 2015, **or two months after impact bargaining ratification for those affected contracts** may be subject to reimbursement of premium paid by the employer since the change in status or January 1, 2011 whichever is later and the ineligible person will not be eligible for COBRA.

RESOLVED, further, That any dependent of an employee or retiree for which no verification information has been submitted will be terminated on May 1, 2015 and the member will be invoiced for that coverage since January 1, 2011 and the employee/retiree and their spouse and/or dependents will not be eligible for COBRA,

RESOLVED, further, That the Recertification Plan provides an appeals process from May 1 through June 30, 2015 that will be administered by the Appeals Committee.”

STATE OF NEW YORK)
) ss:
COUNTY OF TOMPKINS)

I hereby certify that the foregoing is a true and correct transcript of a resolution adopted by the Greater Tompkins County Municipal Health Insurance Consortium on January 22, 2015.



Michelle Pottorff, Administrative Clerk