

"In Lieu" Policy

The purpose of this policy is to set guidelines for paying an amount to an employee "In Lieu" of taking the Medical Insurance offered as a benefit for employees.

If an employee has medical coverage through another source, such as a spouse, and the employee signs a waiver of coverage the Village will pay the employee 25% of the premium and deductible that would have been paid by the Village for that employees benefit. The annual premium and deductible will be divided by twelve and paid monthly.

The monthly "In Lieu" of amount will be paid to the employee on the last payroll of each full month that the employee is not enrolled in the medical program offered to other employees.

Adopted: 1-14-2008