

**VILLAGE OF CHENEQUA
RESOLUTION NO. 2022-11-14-06**

**RESOLUTION SUPPLEMENTING THE STATE OF WISCONSIN
DEPARTMENT OF EMPLOYEE TRUST FUNDS SECTION 125 CAFETERIA PLAN**

WHEREAS, the Village of Chenequa (“Village”) participates in the State of Wisconsin Department of Employee Trust Funds Section 125 Cafeteria Plan (the “Plan”); and

WHEREAS, such Plan permits Village employees to participate in the Village’s major plan offering on a pre-tax basis; and

WHEREAS, the Village further permits certain Village employees to opt-out of health plan coverage in the Village’s major medical plan where such employee can prove enrollment in another employer’s health plan; and

WHEREAS, the Village’s policies permit employees who opt-out of health plan coverage to receive an opt-out payment; and

WHEREAS, to maintain compliance with federal tax law, such an opt-out payment must be made pursuant to an election under the Plan.

NOW THEREFORE, BE IT RESOLVED, in consideration of the foregoing, for purposes of administering the Village’s benefits, the following Benefit Plan Option shall also be considered offered under the Plan:

Cash in Lieu of Benefits.


An Eligible Employee who declines major medical coverage under the Village’s offering of major medical coverage and who can show the Village evidence of other coverage through a different employer, shall receive an amount determined and announced by the Employer prior to the plan year to which the amount relates. For employees who become eligible for Plan participation mid-year, such amount shall be prorated. Specifically, such amount shall be multiplied by a fraction, the numerator of which shall be the sum of the number of full calendar months the employee will participate in the Plan’s major medical component during the respective plan year and the denominator of which shall be twelve (12). Any advance paid by the Employer shall be remitted to the Employer by the Employee under the policies of the Employer.


The Village Administrator shall be authorized to take all actions required to effectuate the purposes of this Resolution, including updating the Village’s Personnel Policies and Procedures Manual. This Resolution is intended to wraparound the Plan and is not intended to otherwise modify or amend the Plan in any manner.

Adopted this 14th day of November 2022.

VILLAGE OF CHENEQUA

Attest:

By: 
Jo Ann F. Villavicencio
Village President



Jeanne O’Brien

Village Clerk-Treasurer

Date Adopted: November 14, 2022

Date Posted: November 15, 2022