



# Medina County Policy Manual



<b>Policy: Spousal Waiver</b>		<b>Section: Benefits</b>	<b>Number: 5.043</b>
<b>Issued: 11/22/10</b>	<b>Reviewed/Revised:</b>		<b>Page #: 1 of 1</b>

- A. Effective January 1, 2011, if an employee's spouse is eligible to participate or becomes eligible to participate, as a current employee or retiree, in a group health insurance plan sponsored by his/her employer or retirement plan, the spouse must enroll in that employer or retirement plan for sponsored group insurance coverage.
- B. The spouse's plan will be considered as primary coverage for the spouse. The spouse may additionally enroll in the Medina County employee health plan which will be secondary coverage and will require the employee to contribute to the monthly cost established on an annual basis.
- C. Any spouse that must pay more than 25% of the single premium amount to participate in his/her employer or retirement group health insurance will not be required to participate in such plan.
- D. An eligibility certification form must be completed annually and within 30 days of any subsequent change in a spouse's eligibility to participate in his/her employer or retirement health plan.