

**HEALTH INSURANCE PARTICIPATION/INCENTIVE POLICY**  
**Revised 10/26/04**

**1. PURPOSE**

The purpose of this policy is to define who is eligible to participate in the county's health plan and who is eligible to receive the health insurance opt-out incentive as offered by Tuscola County.

**2. POLICY**

Tuscola County will not permit an active employee, retiree, dependents of an active employee or dependents of a retiree to participate in the county's health plan as both a primary insured and a dependent; only as one or the other. In the event that two County employees are married and are eligible for coverage, the County will require that they enroll under one contract. Employees are also ineligible for the health opt-out incentive offered by the County as long as they are still receiving health benefits paid for by Tuscola County, either as a primary insured or a dependent.