

Conference Plan Sponsor Eligible Categories of Coverage—Exhibit A

Plan Sponsor name _____

HealthFlex # _____ UMC ID # _____

Part 1 – Mandatory Coverage

Applicable to all Conference Plan Sponsors, mandatory coverage refers to the categories of coverage that a Plan Sponsor must offer to specified persons, subject to certain exceptions¹. The Risk Pool Rules (100% for all eligible clergy) for contribution billing apply to all individuals in Mandatory Coverage. Deacons are not covered in **Part 1 - Mandatory Coverage**. Instead, deacons are addressed in **Part 2 - Optional Coverage for Clergy, Section 4 - Optional Deacon Categories**. Terms not defined herein are defined by *The Book of Discipline* or the Plan, as applicable.

1. A member of a conference appointed to full-time service to a local church who is:
 - an elder in full connection (§333)
 - an associate member (§321)
 - a provisional member on the elder track (§324)
2. An ordained clergyperson from another annual conference or another Methodist denomination appointed to full-time service to a local church within the conference (§346.1).
3. An ordained clergyperson from another denomination appointed to full-time service to a local church within the conference in accordance with §346.2 or §346.3, unless such clergyperson is covered through the group health plan of the denomination to which he or she belongs.
4. A full-time local pastor who is under Episcopal appointment to a charge located in the conference (§318.1).
5. An individual appointed to full-time service within the connectional structure to a unit of the conference for which the annual conference provides for pension contributions to the Clergy Retirement Security Program (CRSP)—such as district superintendents, staff members of conference councils and boards, treasurers, bishops’ assistants, superintendents or directors of parish development, general evangelists and campus ministers—who is:
 - an elder in full connection or an associate member (other than a missionary) [§344.1a(1)];
 - an ordained clergyperson from another annual conference or another Methodist denomination [(§344.1a(1), §346.1)]; or
 - an ordained clergyperson from another denomination, if not covered by the group health plan of the denomination to which he or she belongs [§344.1a(1)].

¹ Individuals with coverage through another employer, former employer, employer of a spouse or with certain government coverage, e.g., Medicaid, TRICARE, CHAMPUS, and other veterans’ coverage are not subject to the Mandatory Coverage Risk Pool Rules, provided the Plan Sponsor’s own policies treat them as exempt from Mandatory Coverage; and individuals at local churches that have been allowed to opt out of the Plan Sponsor’s health plan under a Plan Sponsor’s rules and policies shall not be subject to the Mandatory Coverage Risk Pool Rules. Notwithstanding the foregoing, these individuals will be subject to the Mandatory Coverage Risk Pool Rules until a coverage waiver form is submitted related to each such individual.

Part 2 – Optional Coverage for Clergy

Optional coverage refers to the added categories of coverage that a Conference Plan Sponsor elects to offer under the Plan. The Risk Pool Rules (100% for all eligible clergy) apply to all individuals in each category elected in this Part 2. A Plan Sponsor must offer coverage to all individuals in each category elected below on a nondiscriminatory basis.

Please indicate below which optional categories the Plan Sponsor chooses to make eligible for HealthFlex coverage.

Section 1 – Optional Elder Categories

Members of the Conference and, where applicable, ordained clergy from other annual conferences or other Methodist denominations, and, if not covered by the group health plan of the denomination to which they belong, ordained clergy from other denominations.

- Appointed to less-than-full-time service to a local church (§338.2, §346.1):
 - ¾ time ½ time
- Appointed to less-than-full-time service within the connectional structure to a unit of the conference for which the annual conference provides for pension contributions to CRSP (§338.2; §346.1; §346.2):
 - ¾ time ½ time
- Appointed to attend school as described in §416.6 or otherwise.
- Clergy appointed to the following:
 - Service within the connectional structure to a United Methodist institution or other ministry, such as superintendents or directors of parish development, general evangelists, campus ministers, missionaries, and faculty and administrators of United Methodist schools of theology or other educational institutions approved by the University Senate [§344.1a(3)] or other ministry as defined in (§338.2)
 - Service within the connectional structure to an ecumenical agency [§344.1a(4), §338.2]
 - Service to an extension ministry endorsed by the General Board of Higher Education and Ministry (§344.1b, §346.1, §346.2, §338.2)
 - Service to a special ministry setting outside the connectional structure of the Church (§344.1d, §338.2).
List the applicable Salary-Paying Units:
Full time _____
¾ time _____
½ time _____

Section 2 – Optional Local Pastor Categories

- A full-time local pastor appointed to a Salary-Paying Unit, other than a local church or charge within the Conference or a Conference-elective entity or Conference-responsible unit identified by the Conference below (§337.3):
List the applicable Salary-Paying Units: _____

- A local pastor under Episcopal appointment who is a “part-time local pastor” in accordance with §318.2:
 - ¾ time ½ time
- A student enrolled as a pre-theological or theological student in a college, university or school of theology listed by the University Senate appointed as a student local pastor in accordance with §318.3 or §318.4.

Section 3 – Leave of Absence

- Clergy will continue to be covered in HealthFlex if placed on medical leave of absence, family leave, maternity leave (over 90 days), and/or approved for CPP disability*
Pre-65 Medicare eligible clergy who have been approved for CPP disability >2 years (choose one):
 - Clergy <65 who have been on CPP disability >2 years and are Medicare eligible will be transitioned to the plan sponsor’s Medicare plan.
 - Clergy <65 who have been on CPP disability >2 years and are Medicare eligible will remain on the active plan, with Medicare paying primary
 - Clergy <65 who have been on CPP disability >2 years and are Medicare eligible will be terminated from coverage.
(Post-65 Clergy on CPP disability can remain on the plan for up to 6 months after the CPP disability start date.)
- Clergy will continue to be covered if on personal leave of absence for up to 12 months, including educational leave, involuntary leave, military leave, sabbatical, short-term disability, and transitional leave.

* The clergy person must have been eligible and enrolled in HealthFlex prior to being placed on these leaves of absence in order to be covered during the leave of absence.

Section 4 – Optional Deacon Categories

Member of the Conference—deacon in full connection or Provisional member on the deacon track; deacon in full connection from another annual conference or another Methodist denomination; and, if not covered in the group health plan of the denomination to which he or she belongs, deacon in full connection from another denomination.

Plan Sponsors have a choice as to how the Risk Pool Rules (at least 75% of all eligible deacons) will apply to deacons covered in this Section 3. *Please select one:*

- Risk Pool Rules (at least 75% of all eligible deacons) apply to deacons at the Salary-Paying Unit level. Risk Pool Rules will apply to all deacons at a participating Salary-Paying Unit as determined by that Salary-Paying Unit's Sub-Adoption Agreement. Do not list the applicable Salary-Paying Units; please instead provide the Sub-Adoption Agreement(s) to Wespath.
- Risk Pool Rules (at least 75% of all eligible deacons) apply to deacons at the Conference level. Risk Pool Rules apply to all deacons in the categories selected below. For appointments beyond the local church, list the applicable Salary-Paying Units below:
 - Appointed to full-time service to a local congregation, charge or cooperative parish (§331.1c, §326.1, §331.8).
 - Appointed to less-than-full-time service to a local congregation, charge or cooperative parish (§331.7, §326.1, §331.8):
 - ¾ time
 - ½ time
 - Deacons appointed to the following:
 - Full-time service to agencies and settings beyond the local church, including the Conference office (§331.1a, §326.1, §331.8).
 - Less-than-full-time service to agencies and settings beyond the local church, including the Conference office (§331.7, §326.1, §331.8).
 - Full-time service to United Methodist Church-related agencies, schools, colleges, theological schools and ecumenical agencies (§331.1b, §326.1, §331.8).
 - Less-than-full-time service to United Methodist Church-related agencies, schools, colleges, theological schools and ecumenical agencies (§331.7, §326.1, §331.8).

List the applicable Salary-Paying Units:

Full time _____

¾ time _____

½ time _____

Part 3 – Other Optional Categories

The Risk Pool Rules do not apply to the categories a Plan Sponsor elects to cover in this Part 3.

- A spouse of eligible individuals under Part 1 and Part 2.
- Eligible dependent children of eligible individuals under Part 1 and Part 2.
- A surviving spouse of eligible individuals under Part 1 and Part 2.
- Surviving dependent children of eligible individuals under Part 1 and Part 2.

Part 4 – Optional Retired Participant and Survivor Categories, Including Deacons

The Risk Pool Rules do not apply to the categories a Plan Sponsor elects to cover in this Part 4.

- A clergy member retired pursuant to:
 - §357.1—mandatory retirement at age 72.
 - §357.2b—voluntary retirement with 30 years of service or attainment of age 62.
 - §357.2c—voluntary retirement with 40 years of service or attainment of age 65.
- A clergy member retired pursuant to §357.2a – voluntary retirement with 20 years of service.
- A clergy member retired pursuant to §357.3 – involuntary retirement.
- A local pastor who has been recognized as a retired local pastor in accordance with §320.5.
- A spouse of a retired clergy member.
- Dependent children of a retired clergy member.
- A surviving spouse of a retired clergy member.
- Surviving dependent children of a retired clergy member.

Part 5 – Optional Coverage for the Conference Plan Sponsor’s Own Lay Employees

- A lay employee normally scheduled to work 30 hours or more per week, and who has been employed for at least _____ days (insert a number between 0 and 90). In accordance with the Affordable Care Act (ACA, i.e., the federal health care reform law), a Plan Sponsor’s required waiting period cannot exceed 90 days. The Risk Pool Rules (at least 75% of all eligible lay employees) apply to lay employees of the conference office.
 - A spouse of eligible active lay employees under this Part 5.
 - Dependent children of eligible active lay employees under this Part 5.
 - A surviving spouse of an active lay employee.
 - Surviving dependent children of an active lay employee.
 - A lay employee whose active service has ended and has retired pursuant to and under the terms of the Conference Plan Sponsor’s retirement policy.
 - A spouse of a retired lay employee.
 - Dependent children of a retired lay employee.
 - A surviving spouse of a retired lay employee.
 - Surviving dependent children of a retired lay employee.
-

Part 6 – Optional Coverage for Participating Salary-Paying Units’ Lay Employees

The following elections by the Conference Plan Sponsor will determine the extent to which each participating Salary-Paying Unit can make elections regarding the coverage the Salary-Paying Unit desires for its own lay employees (pursuant to the documents, such as a Sub-Adoption Agreement, that the Salary-Paying Unit executes in order to participate in the Plan maintained by the Conference Plan Sponsor). The elections that Salary-Paying Units make pursuant to an agreement with the Conference Plan Sponsor must be permitted by and consistent with the Conference Plan Sponsor’s Adoption Agreement. Salary-Paying Units can adopt the Plan through the Conference Plan Sponsor mid-year, if so permitted by the Plan Sponsor. The Risk Pool Rules (at least 75% of all eligible lay employees) apply to lay employees of Salary-Paying Units on an employer-by-employer basis. Please provide the Sub-Adoption Agreement(s) to Wespah.

- Lay employees normally scheduled to work 30 hours or more per week and employed at a Salary-Paying Unit that has executed a Sub-Adoption Agreement.
 - A spouse of eligible lay employees of Salary-Paying Units under this Part 6.
 - Dependent children of eligible lay employees of Salary-Paying Units under this Part 6.
 - A lay employee whose active service has ended and has retired pursuant to and under the terms of the Conference Plan Sponsor’s retirement policy.
 - A surviving spouse of an active lay employee.
 - Surviving dependent children of an active lay employee.
 - A surviving spouse of a retired lay employee.
 - Surviving dependent children of a retired lay employee.
-

Part 7 – Signatures

(Print name of Conference Plan Sponsor) _____ has identified the eligible categories of coverage as indicated above in this *Exhibit A to the HealthFlex Plan Sponsor Adoption Agreement*, dated _____, to become effective on _____ and to remain in effect until further notice.

Print name of authorized representative _____

Title _____ Date _____

- I understand that checking this box and typing my name on the e-mail that accompanies this document (sent from the work address of this authorized individual) constitutes a legally binding signature. In addition, by entering my name above and checking this box, I certify that I am authorized to execute this Adoption Agreement on behalf of the Plan Sponsor.

Accepted by Wespah:

Print name of authorized representative _____ Title _____

Plan manager signature _____ Date _____