

AMENDMENT #5
TO THE
PLAN DOCUMENT/SUMMARY PLAN DESCRIPTION
for the
COLLIER COUNTY GOVERNMENT EMPLOYEE BENEFIT PLAN
Group 2003021

Effective January 1, 2021, the Collier County Government Employee Benefit Plan is amended as follows (red and *italics* mean change/addition; ~~strikeout~~ means deletion)

Within the "HEALTH PLAN QUALIFIERS" section, the "NEW HIRES AND NEW SPOUSES" and "EMPLOYEE WHO LEAVE AND RETURN TO EMPLOYMENT WITHIN THE CURRENT BENEFIT PERIOD" subsections are replaced as follows:

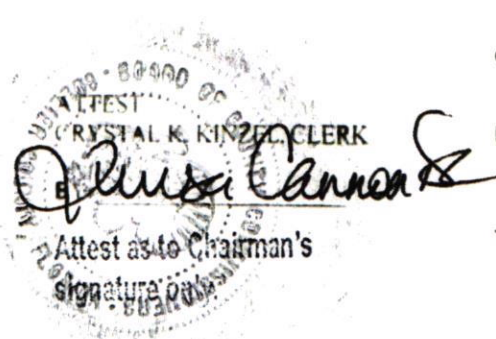
NEW HIRES AND NEW SPOUSES

All newly hired Employees, newly eligible Employees and newly covered spouses will be enrolled in the ~~Select~~-Premium Reward Level and will be required to complete Plan Qualifiers by September 30 ~~or will remain in the Select Reward Level and will have until September 30 of the following Benefit Period to complete Plan Qualifiers.~~ Employees whose effective date of coverage is on or after October 1 will remain in the ~~Select~~-Premium Reward Level and will have until September 30 of the following Benefit Period to complete Plan Qualifiers.

EMPLOYEES WHO LEAVE AND RETURN TO EMPLOYMENT WITHIN THE CURRENT BENEFIT PERIOD

Employees who leave employment and return within the current Benefit Period will be enrolled in the Reward Level they were in as of the date of termination. If the Employee returns after the current Benefit Period, the Employee will be placed in the ~~Select~~-Premium Reward Level.

Nothing in this amendment is deemed to change any other provision of the Plan Document of which it becomes a part.



COLLIER COUNTY GOVERNMENT
BY: *Penny Taylor*

Penny Taylor, Chairperson

TITLE: _____

Approved as to form and legality
Colleen Greene
Assistant County Attorney