

**Amendment #3  
To the Plan Document and Summary Plan Description for  
County of Shelby**

This Amendment to the **County of Shelby Health Benefit Plan** ("Plan") is made effective on and after the date stated herein.

WHEREAS, applicable provision of the Plan grant the Employer the right to amend the Plan; and,

WHEREAS, the Employer desires to make such amendment;

NOW, THEREFORE, the Plan is hereby amended as follows, with such amendment to be effective on and after the date listed herein:

**Effective September 1, 2022**, in the **ELIGIBILITY** section, **Open Enrollment** is amended to the following:

***Open Enrollment***

Prior to the start of a Plan Year, this Plan has an Open Enrollment Period. Eligible Participants who are not covered under this Plan may enroll for coverage during Open Enrollment Periods. Employees who are enrolled will be given an opportunity to change their coverage effective the first day of the upcoming Plan Year. A Participant who fails to make an election during the Open Enrollment Period will automatically retain his or her present coverages. **Coverage for Participants enrolling during an Open Enrollment Period will become effective on October 1**, as long as all other eligibility requirements have been met. If the other eligibility requirements have not been met, coverage for Participants enrolling during an Open Enrollment Period will become effective as stated in the provision, "Eligibility for Individual Coverage".

The terms of the Open Enrollment Period, including duration of the election period, shall be determined by the Plan Administrator and communicated prior to the start of an Open Enrollment Period.

"Open Enrollment Period" shall mean the timeframe determined by the Plan Administrator in each Calendar Year.

All other provisions of this document remain as stated. The above is effective on and after the dates stated herein.

Signed this 30<sup>th</sup> day of June, 2022.

 Shelby County Board Chairman  
Authorized Representative **County of Shelby Health Benefit Plan** and Title