

COUNTY ORDINANCE NO. 11-16

A BILL ENTITLED

AN ACT CONCERNING Health Insurance Benefits for County Employees;

FOR THE PURPOSE of revising the existing provisions for Health Insurance Benefits for County employees and retirees.

BY REPEALING AND READOPTING Section 27-94 of the Code of Public Local Laws of Queen Anne's County, Maryland.

SECTION I

BE IT ENACTED BY THE COUNTY COMMISSIONERS OF QUEEN ANNE'S COUNTY, MARYLAND that Section 27-94 of the Code of Public Local Laws be and is hereby repealed and readopted to read as follows:

§27-94. Health Insurance Benefits.

- A. The County will provide both individual hospitalization insurance, dental reimbursement and life insurance to all full-time employees in accordance with provisions of the group plan. Health insurance coverage shall, at the employee's option, and in accordance with the group plan's rules, include a spouse or family. Each employee including retired employees shall elect to participate in either the Preferred Provider Option ("PPO") or Exclusive Provider Option ("EPO").
- B. An employee eligible for health insurance (including dental) plan participation shall pay 15% of the cost of such coverage for the PPO plan or 10% of the cost of such coverage for the EPO plan. The County shall pay the balance of the cost of such coverage.
- C. Deductions shall be allowable, at the option of the employee, to provide hospitalization, dental and life coverage for dependents in accordance with the provisions of the group plan.
- D. Retired County employees shall be entitled to continuations of group health insurance (including dental coverage) under the following conditions:
  - (1) Disability retirees must not be eligible for group insurance in any other plan or for Medicare.

- (2) Retiree health insurance coverage shall conform to the Health Insurance Program for County Employees adopted by resolution of the County Commissioners as amended from time to time.
- (3) A retired employee with 15 or more years of county service shall receive a health subsidy paid by Queen Anne's County based on the employee's years of service. Retired employees with 15 years of County service shall receive a subsidy of 54% of health insurance premium costs. For employees electing PPO coverage, the subsidy for employees who retire on or after September 2, 2011 shall increase by 3.1% for each additional year of County service up to a maximum subsidy of 85%. For employees electing EPO coverage, the subsidy shall increase by 3.6% for each additional year of County service up to a maximum subsidy of 90%. (For employees retired prior to September 1, 2011 the subsidy increase is 3.6% per year up to a maximum subsidy of 90% for regardless of plan.)
- (4) Retired employees hired prior to July 1, 2010, shall be entitled to the subsidy described in the foregoing subsection on their entire health insurance costs, including the cost for coverage of eligible dependents.
- (5) Any retired employee who is hired or rehired on or after July 1, 2010, shall receive a health insurance subsidy based on the retiree's years of service but shall pay the full additional cost for coverage of any eligible dependent.

### SECTION III

BE IT FURTHER ENACTED that this Act shall take effect on the forty-sixth (46<sup>th</sup>) day following its enactment.

INTRODUCED BY: Commissioner Dunmyer

DATE: May 10, 2011

PUBLIC HEARING HELD: May 24, 2011 @ 6:15 p.m.

VOTE: 5 Yea 0 Nay

DATE OF ADOPTION: May 24, 2011

EFFECTIVE DATE: July 9, 2011