

RESOLUTION NO. 17 - 18

**RESOLUTION ELIMINATING COST-SHARE FOR MEDICAL INSURANCE BENEFITS FOR
DEPENDENTS OF NEW WORCESTER COUNTY EMPLOYEES HIRED ON OR AFTER
OCTOBER 1, 2017 UPON THEIR RETIREMENT**

WHEREAS, in accordance with the provisions of Section 4-301 of the County Government Article of the Code of Public Local Laws of Worcester County, Maryland, the County Commissioners comprehensively revised and adopted the current Worcester County Personnel Rules and Regulations on October 2, 2007 and have subsequently adopted amendments as necessary; and

WHEREAS, Subsections 5.03.A and 5.03.B of the Personnel Rules & Regulations provide that regular full-time employees and employees with the specified minimum number of years of County service (5-years minimum for employees hired before November 1, 2007 or 15-years minimum for employees hired thereafter) who retire under the Maryland State Retirement and Pension System or Worcester County Pension Plan are eligible to participate in the County's cost-share insurance programs by paying a percentage of the required insurance premium set by resolution of the County Commissioners; and

WHEREAS, at their meeting of June 2, 2015, the County Commissioners adopted Resolution No. 15-14 which established a revised percentage of the required insurance premium to be paid by new employees hired on or after July 1, 2015, and for said new employees upon their retirement should they elect to participate in the County's cost-share insurance programs, while preserving the previously established percentage of the required insurance premium to be paid by employees and retirees hired before July 1, 2015 who elect to participate in the County's cost-share insurance programs during their tenure as a full-time County employee and upon their retirement; and

WHEREAS, the County Commissioners have further investigated the cost of providing medical insurance benefits for the dependents of new regular full-time employees hired on or after October 1, 2017 upon their retirement and determined that elimination of the cost-share arrangement for said dependents upon retirement of said new employees would be appropriate.

NOW, THEREFORE, BE IT RESOLVED by the County Commissioners of Worcester County, Maryland that:

1. **For Current Regular Full-Time Employees and Retirees as of June 30, 2015 and Said Employees Upon Their Retirement** - The percentage of the required insurance premium for themselves and their dependents to be paid by regular full-time employees and qualified County retirees who elect to participate in the County's medical insurance program shall be ten percent (10%) of the premium while the Commissioners shall pay the remainder of the required premium.
2. **For New Regular Full-Time Employees Hired on or after July 1, 2015** - The percentage of the required insurance premium for themselves and their dependents to be paid by regular full-time employees who elect to participate in the County's medical insurance program shall be twenty percent (20%) of the premium while the Commissioners shall pay the remainder of the required premium.
3. **For New Regular Full-Time Employees Hired on or after July 1, 2015 through September 30, 2017 Upon Their Retirement:**
 - A. The percentage of the required insurance premium for themselves to be paid by qualified County retirees who elect to participate in the County's medical

insurance program shall be twenty percent (20%) of the premium while the Commissioners shall pay the remainder of the required premium.

- B. The percentage of the required insurance premium for the retiree's dependents to be paid by qualified County retirees who elect to continue participating in the County's medical insurance program shall be twenty percent (20%) of the premium while the Commissioners shall pay the remainder of the required premium.

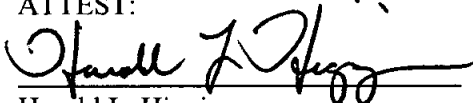
4. **For New Regular Full-Time Employees Hired on or after October 1, 2017 Upon Their Retirement:**

- A. The percentage of the required insurance premium for themselves to be paid by qualified County retirees who elect to participate in the County's medical insurance program shall be twenty percent (20%) of the premium while the Commissioners shall pay the remainder of the required premium.
- B. The percentage of the required insurance premium for the retiree's dependents to be paid by qualified County retirees who elect to continue participation for their dependents in the County's medical insurance program shall be one hundred percent (100%) of the difference in the premium for individual coverage as established in Section 3.A. herein.

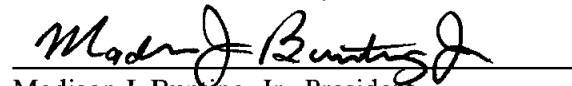
AND, BE IT FURTHER RESOLVED that this Resolution shall become effective October 1, 2017.

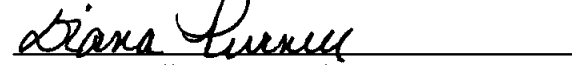
PASSED AND ADOPTED this 5th day of September, 2017.

ATTEST:

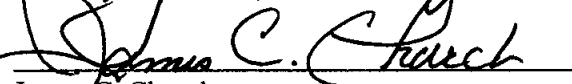

Harold L. Higgins
Chief Administrative Officer

COUNTY COMMISSIONERS OF
WORCESTER COUNTY, MARYLAND

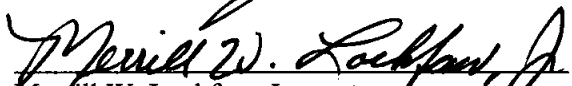

Madison J. Bunting, Jr., President

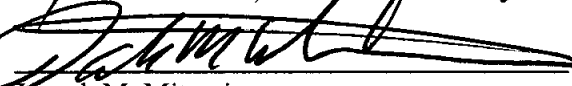

Diana Purnell, Vice President


Anthony W. Bertino, Jr.


James C. Church


Theodore J. Elder


Merrill W. Lockfaw, Jr.


Joseph M. Mitrecic