

RESOLUTION NUMBER 364RESOLUTION AMENDING  
THE DORCHESTER COUNTY PERSONNEL RULES AND REGULATIONS

WHEREAS, the Dorchester County Personnel Rules and Regulations were adopted on June 18, 1996 pursuant to Article 25, Section 3 of the Annotated Code of Maryland; and

WHEREAS, Section I. L. of said Personnel Rules and Regulations provides that these Rules and Regulations may be amended by resolution of the County Council following the introduction of an amendment and the posting of said amendments in each department for ten (10) days before taking action so as to provide an opportunity for an employee comment.

NOW, THEREFORE, BE IT RESOLVED THAT Section E. 1 - 6 is hereby amended to read;

**E. Medical Benefits**

Elective health insurance benefits shall be available for all qualified County employees on a cost-sharing basis.

**1. Benefit Package.** The County health insurance program provides coverage for those employees enrolled in the plan. Each employee will be provided with a benefit plan summary each year. The details of the benefit package and the insurance carrier(s) shall be determined by the County Council.

**2. Share of Costs.** The County shall subsidize a portion of the health insurance program premium rate(s) and the employee shall pay the difference. The County Council will determine the County subsidy amount each year during the budget process. The resulting payroll deduction rates for employees will be available for publication no later than May 30<sup>th</sup> to enable employees to make any changes to their health insurance coverages during open enrollment. Any changes during open enrollment will take effect July 1<sup>st</sup>. Those cases enumerated within that do not qualify for the County subsidy will be responsible for paying 100% of the premium. Employees and their eligible dependents will be allowed to enroll in the County's health insurance program. Definitions of eligible dependents are

available from Human Resources. Active full-time employees with Medicare will use the County's insurance as their primary and Medicare as their secondary.

In the case of a retired employee, only the spouse and minor children who were enrolled as of the date of retirement may continue in the group plan. The rates for retirees and their dependents will be available from Human Resources. The County Council is not bound to maintain the same subsidy for retirees as active full-time employees. The subsidy will be determined each year during the budget process and available no later than May 30<sup>th</sup> to enable retirees to make any changes to their health insurance coverages during open enrollment. Any changes during open enrollment will take effect July 1<sup>st</sup>. Retirees' subsidies would not be higher than that of active full-time employees. If a retiree has Medicare that will become their primary insurance and the County's will become secondary.

**3. Full-time Employees.** Full-time employees shall qualify for cost-sharing during the term of their employment. Full-time regular or appointed employees retiring from service shall be eligible to continue in the medical/hospitalization plan on the same cost sharing basis as active employees provided they go directly from an active pay status to retired status under the Maryland State Retirement or Pension Systems and have at least sixteen years of creditable public service with entities which have participated or participate as of the date of retirement in said retirement or pension systems. Employees in a deferred retirement status are not eligible for participation on a cost sharing basis. Employees in a deferred retirement status shall be eligible to participate on a cost sharing basis at such time they would be eligible to receive retirement benefits.

**4. Elected Officials.** County elected officials shall qualify for cost-sharing during the term of their office. Upon leaving office, elected officials may remain in the group plan and may continue to qualify for cost-sharing provided they have served three full terms of office. Elected officials must meet the eligibility requirements to retire based on the County's retirement system in order to remain in the group plan and continue to qualify for cost-sharing and go from active member status to retiree status with no break in service.

**5. Appointed Board Members.** Individuals appointed to serve on various local paid boards or commissions shall not be eligible to participate in the medical/hospitalization plan.

**6. Terminated Employees.** Employees who leave County employment and who are covered under the County's hospitalization benefit may continue to be covered under the County hospitalization plan as allowed by the Consolidated

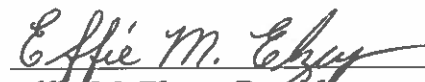
Omnibus Budget Reconciliation (COBRA) Act. A copy of those provisions is available in the County Human Resources office.

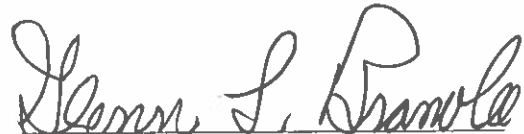
HAVING BEEN DULY POSTED IN ALL COUNTY DEPARTMENTS, THIS RESOLUTION TO AMEND SECTION I. L. OF THE DORCHESTER COUNTY PERSONNEL RULES AND REGULATIONS IS HEREBY PASSED AND ADOPTED THIS 22nd DAY OF APRIL, 2003 TO BE EFFECTIVE THE 22nd DAY OF APRIL, 2003.

ATTEST:

THE COUNTY COUNCIL OF  
DORCHESTER COUNTY:

  
Jane Baynard, County Manager

  
Effie M. Elzey, President

  
Glenn L. Bramble, Vice-President

  
Dr. Thomas A. Flowers

  
William V. Nichols

  
David Yockey

FILED  
03 MAY -9 AM 11:38