

RESOLUTION NO. 631

**RESOLUTION AMENDING THE DORCHESTER COUNTY
PERSONNEL RULES AND REGULATIONS FULL TIME
EMPLOYEES LEAVING EMPLOYMENT/RETIREMENT**

WHEREAS, the Dorchester County Personnel Rules and Regulation 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 amendment in each department for ten (10) days before taking action so as to provide an opportunity for an employee comment. Posting took place and comments were taken under consideration.

NOW, THEREFORE, BE IT RESOLVED THAT Section IV, Benefits, E. Medical Benefits, 3. Full time Employees is hereby amended to read:

E. 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 a minimum of sixteen (16) years of service with Dorchester County Government. ***

Military time will be allowed to count toward the 16 years of service if allowed for credit in the Maryland State Retirement System. Upon retirement the employee, if eligible due to sixteen (16) years of service with Dorchester County Government, must continue their insurance or enroll at the time of retirement in order to be eligible for the County subsidy. They may continue in the dental plan but at full cost with no subsidy. The dependents on the coverage at the time of retirement may remain but no new dependents will be eligible to be enrolled.

Retirees enrolled in the County's insurance upon turning 65 will be required to enroll in Medicare Part A and B. They will be removed from the County's insurance and enrolled in a supplemental plan paid by the County. They may choose to enroll in Medicare Part D at that time as they will no longer have prescription coverage through the County. Dependents on the coverage at the time the retiree turns 65 will remain on the active insurance until such time they turn 65. Any minor dependents may be removed when both parents are removed from the County insurance.

*** Effective July 1, 2020. Any employees hired prior to July 1, 2020 will be grandfathered and considered exempt from this requirement. Any employees hired after July 1, 2020 will fall under this amended criteria.

HAVING BEEN DULY POSTED in all County Departments, this resolution to amend, Section IV, Benefits, E. Medical Benefits, 3. Full time Employees of the Dorchester County Personnel Rules and Regulation is hereby passed and adopted this 4th day of August 2020, effective immediately.

PASSED AND ADOPTED THIS 4th day of August, 2020.

ATTEST:



Keith Adkins, County Manager

THE COUNTY COUNCIL OF
DORCHESTER COUNTY, MARYLAND



Jay L. Newcomb, President



Libby Handley Nagel, Vice President



William V. Nichols



George, L. Pfeffer, Jr.



Ricky C. Travers