

**A RESOLUTION PERTAINING TO THE AMENDMENT AND RESTATEMENT OF THE COUNTY'S RETIREE HEALTH PLAN**

**WHEREAS**, the Board of County Commissioners of Calvert County, Maryland, (the "Board of County Commissioners") did on January 30, 2001, adopt Resolution No. 3-01 that sets out the Policy for providing a health plan for retired County employees;

**WHEREAS**, the Board of County Commissioners did adopt and amended and restated Health Insurance Plan Policy for Calvert County Retirees by Resolution 45-16 on December 13, 2016; and

**WHEREAS**, the Board of County Commissioners wishes to again amend and restate the Health Insurance Plan Policy for Calvert County Retirees by specifically addressing benefits for spouses and dependents, and the eligibility for retirees' to qualify for health insurance subsidy.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of County Commissioners hereby amends the Policy to address the timing of the retirees' election to participate in the plan by discontinuing the policy adopted by Resolution 45-16, and adopt and enact the policy attached hereto, labeled as Exhibit A, and incorporated herein by reference.

**BE IT FURTHER RESOLVED** by the Board of County Commissioners of Calvert County, Maryland that, in the event any portion of this Resolution is found to be unconstitutional, illegal, null or void, it is the intent of the Board of County Commissioners to sever only the invalid portion or provision, and that the remainder of the Resolution shall be enforceable and valid.

**BE IT FURTHER RESOLVED**, by the Board of County Commissioners of Calvert County, Maryland that the foregoing recitals are adopted as if fully rewritten herein.

**BE IT FURTHER RESOLVED**, by the Board of County Commissioners of Calvert County, Maryland that this Resolution shall be effective upon recordation and publication of a fair summary.

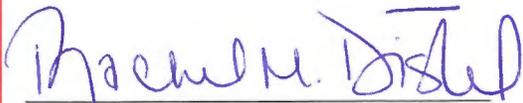
**DONE**, this 13<sup>th</sup> day of April, 2021, by the Board of County Commissioners of Calvert County, Maryland, sitting in regular session.

Aye: 4  
Nay: 0  
Absent/Abstain: 1

[SIGNATURES ON FOLLOWING PAGE]

**ATTEST:**

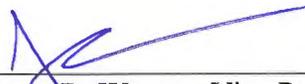
**BOARD OF COUNTY COMMISSIONERS  
OF CALVERT COUNTY, MARYLAND**



Rachel M. Distel, Clerk



Earl F. Hance, President

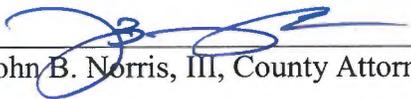


Steven R. Weems, Vice President

Approved for form and legal sufficiency  
by:

Unavailable to sign 

Mike Hart



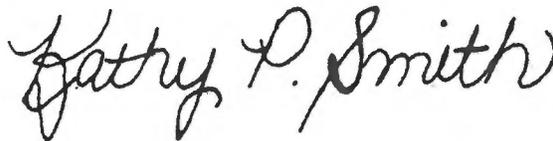
John B. Norris, III, County Attorney

Thomas E. Hutchins



Kelly D. McConkey

Received for Record..... 4/14 ..... 20 21  
at 9:10 o'clock..... A..... M. Same day  
recorded in Liber KPS No. 63  
Folio 433..... COUNTY COMMISSIONERS  
ORDINANCES AND RESOLUTION.



**HEALTH INSURANCE PLAN POLICY FOR CALVERT  
COUNTY RETIREES**

**Purpose:**

The purpose of this policy is to establish by resolution the eligibility procedure and the funding for a health plan for Calvert County retirees, spouses and dependents. The Board of County Commissioners acknowledges that this plan will be the responsibility of both the Board and the retirees, and every effort will be made to make the plan as comprehensive as possible. The Board acknowledges its responsibility to the retiree and will establish an annual subsidy as its financial contribution towards the cost.

**Eligibility:**

1. Calvert County employees who are participants in the Maryland State Retirement and Pension Systems, the Calvert County Employees' Retirement Plan, or the Calvert County Sheriff's Office Pension Plan are eligible for the health insurance subsidy if:
  - a) They qualify for retirement, and
  - b) They have been active Calvert County employees for five years immediately preceding receipt of their first monthly pension payment.

All creditable service of an employee, who qualifies under one of these plans, shall be used in establishing the employee's percentage of subsidy.

2. Calvert County employees who are participants in the Calvert County Employees' Retirement Savings Plan are eligible for the health insurance subsidy if:
  - a) They qualify for retirement, and
  - b) They have been active Calvert County employees for ten years,

Or

- c) They transferred into the Calvert County Employees' Retirement Savings plan from the Calvert County Employee's Retirement Plan on July 1, 1998, and
- d) They terminate prior to age 65, and
- e) They have a minimum of 15 years of service with Calvert County Government, and
- f) They are at least 55 years of age.

For an employee who qualifies under the Calvert County Employees' Retirement Savings Plan, all years of service with Calvert County Government shall be used in establishing the employee's percentage of subsidy.

**Funding**

1. The Board will establish annually a subsidy amount for each type of coverage under the retirees' health plan. These subsidies will be reviewed annually and are subject to change based on budgetary constraints.
2. Retirees will earn the subsidy based on their years of service as shown in the following chart.

Maryland State Retirement and Pension Systems, the Calvert County Employees' Retirement Plan, or the Calvert County Sheriff's Department Pension Plan	Based on whole years of creditable service up to 100% of the maximum approved subsidy. See Banding chart below.
Calvert County Employees' Retirement Savings Plan	Based on whole years of Calvert County Government service up to 100% of the maximum approved subsidy. See Banding chart below
Disability Plan: *	
*If approved under the plan	75% of Subsidy
*If approved by Social Security	100% of Subsidy

- *Individuals retiring with a disability may choose either the disability subsidy or normal retirement subsidy.*

<i>Years of Service</i>	<i>% of the Approved Subsidy</i>
<i>10 years of service</i>	<i>40%</i>
<i>11 to 15 years of service</i>	<i>60%</i>
<i>16 to 20 years of service</i>	<i>80%</i>
<i>21 to 24 years of service</i>	<i>95%</i>
<i>25 or more years of service</i>	<i>100%</i>

3. The County retiree will be responsible for the difference between the cost of the selected plan and the earned subsidy.

**Enrollment**

Employees are eligible to enroll any time after retirement.

**Coverage**

If a retiree elects to discontinue coverage, the retiree will be eligible to continue coverage at any later date. Retirees may make changes to coverage at any time. Changes **will** be affective the first of the following month. Coverage shall be available in accordance with the following:

1. A benefit percentage will be determined for each employee at time of retirement. The retiree will be eligible for that percentage subsidy into the future.
2. For purposes of any future adjustments that could impact the plan, the retiree will be

treated like any other employee that retired at that time.

3. The retiree will be able to enroll or re-enroll at any time in the future to claim a benefit subsidy.
4. Retirees may suspend the benefit and re-enroll in the future.
5. Retiree's premium will be equal to the current insurance rate less the product of the current rate times the subsidy percentage.
6. Retirees may elect family (or other multiple party) coverage as available through the plan. In addition to the subsidized individual retiree premium, the retiree will be responsible for the payment of the full estimated cost of any additional coverage.
7. Retirees that are 65 or older will be required to have enrolled in Medicare Part A and B prior to enrolling in coverage.
8. Coverage will be suspended for retirees that are 6 months delinquent on their premium. When premiums are paid for the period that the retiree was covered and did not remit premiums, along with the next month's payment, insurance will be restated in the next month.

#### **Employee Retired Prior to August 1, 1994**

All employees who retired prior to August 1, 1994, are eligible to continue receiving benefits under previously existing policy. This policy consists of a funding mechanism that pays for 100% of their individual policy. These retirees will not be subject to any restrictions based on their length of service.

#### **Employee Retired between December 13, 2016 and June 30, 2021**

All employees who retired between December 13, 2016 and June 30, 2021, are eligible to and may elect to continue receiving benefits under the previously existing policy adopted by Resolution 45-16, notwithstanding that enactment is superseded by this amendment and restatement. If no election is made, these employees will continue to receive benefits as prescribed by that Policy adopted by Resolution 45-16.

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