

**AMENDMENT NO. 1 TO
COUNTY ORDINANCE NO. 12-13**

**AN AMENDMENT TO
A BILL ENTITLED**

AN ACT CONCERNING the 2012 Revisions to Health Insurance Benefits for County Employees;

FOR THE PURPOSE of amending the changes proposed by County Ordinance No. 12-13 to allow current County employees to retain insurance coverage under the plans previously offered by the County, providing new employees with an alternative health insurance plan and revising the maximum subsidy provided by the County with respect to health insurance.

BY AMENDING, pending County Ordinance No. 12-13.

SECTION I

BE IT ENACTED BY THE COUNTY COMMISSIONERS OF QUEEN ANNE'S COUNTY, MARYLAND, that County Ordinance No. 12-13 be amended to read as follows:

ARTICLE X. Benefits

§27-94. Health Insurance Benefits.

[Amended 5-24/11 by Ord. No. 11-16]

- 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 a group plan as selected by the County. Health insurance coverage shall, at the employee's option, and in accordance with the group plan's rules, include a spouse, child or family. Each employee including retired employees shall elect to participate in either the Preferred Provider Option ("PPO") ~~or~~ Exclusive Provider Option ("EPO") or the group plan selected by the County. Any employee hired or first becoming eligible for health insurance coverage on or after September 1, 2012 shall be entitled to participate only in the group plan selected by the County.**
- B. An employee eligible for health insurance (including dental) plan participation shall pay 45% 20% of the cost of such coverage for the**

PPO plan or ~~40%~~ 15% of the cost of such coverage for the EPO plan or the group plan selected by the County. 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 1, 2, 2012 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 2, 2011 the subsidy increase is 3.6% per year up to a maximum subsidy of 90% for regardless of plan.)~~ For employees electing PPO coverage and retiring after September 1, 2012, the Subsidy shall increase by 2.6% for each additional year of County service up to a maximum subsidy of 80%. For all other employees retiring after September 1, 2012 the subsidy shall increase by 3.1% for each additional year of County service up to a maximum of 85%. The subsidy for employees who retire before September 1, 2012 shall remain at the level established as of the date of retirement.
 - (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 II

BE IT FURTHER ENACTED that this Amendment shall take effect immediately upon its enactment.

INTRODUCED BY: Commissioner Dunmyer

DATE: June 12, 2012

VOTE: 3 Yea 2 Nay (Commissioner Arentz and Olds opposed)

DATE OF ADOPTION: June 12, 2012