

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2015, Legislative Day No. --

Resolution No. 40-15

Introduced by Mr. Smith, Vice Chairman
(by the request of the County Executive)

By the County Council, August 10, 2015

1 RESOLUTION repealing Resolution No. 33-15 and approving estimates of the
2 annual costs of providing health insurance benefits and the employer subsidies used to
3 determine the rates for certain participants under the County Employee and Retiree
4 Health Benefits Program

5
6 WHEREAS, § 6-1-308(h)(1) of the Anne Arundel County Code (2005, as
7 amended) requires that the estimate of the annual costs of providing benefits
8 under the County's various health insurance plans be prepared by the Personnel
9 Officer and approved by resolution of the County Council; and

10
11 WHEREAS, § 6-1-308(i)(6) requires that the employer subsidy used to determine
12 the rates for employees other than employees represented by an exclusive
13 representative and for the survivors of employees and retirees shall be proposed
14 by the Personnel Officer and approved by resolution of the Council, and that the
15 resolution shall also include approval of the proposed rates for part-time
16 employees and any monetary credits given to employees not represented by an
17 exclusive representative for opting out of coverages; and

18
19 WHEREAS, the Personnel Officer has prepared the estimate of the annual costs
20 and has proposed the subsidy and rates as required by § 6-1-308(h)(1) and (i)(6)
21 for calendar year 2016 as set forth on the document attached hereto as Exhibit A;
22 now, therefore, be it


23
24 *Resolved by the County Council of Anne Arundel County, Maryland,* That the County
25 Council hereby approves the estimate of the annual costs, the employer subsidy, and the
26 rates and any monetary credits for calendar year 2016 as set forth on Exhibit A; and be it
27 further

28
29 *Resolved,* That the County Council hereby repeals, in its entirety, Resolution No. 33-
30 15, Laws of Anne Arundel County, 2015; and be it further

31
32 *Resolved,* That a copy of this Resolution be sent to Personnel Officer Andrea M.
33 Rhodes.


READ AND PASSED this 10th day of August, 2015

By Order:



Elizabeth E. Jones
Administrative Officer

I HEREBY CERTIFY THAT RESOLUTION NO. 40-15 IS TRUE AND CORRECT AND DULY ADOPTED BY THE COUNTY COUNCIL OF ANNE ARUNDEL COUNTY.



Jerry Walker
Chairman

Anne Arundel County Government
 2016 Annual Cost of Health Benefits
 Effective 1/1/2016

Plan	Coverage	Calendar Year 2016 Total Annual Cost
HMO	Individual	\$6,597.84
	Parent and Child	\$11,830.44
	Employee and Spouse	\$14,085.36
	Family	\$18,216.00
EPO	Individual	\$7,221.60
	Parent and Child	\$13,033.56
	Employee and Spouse	\$15,468.60
	Family	\$19,969.56
National PPO	Individual	\$8,642.64
	Parent and Child	\$15,265.68
	Employee and Spouse	\$18,309.24
	Family	\$23,776.80

AETNA Medicare Advantage	Retiree	\$6,687.12
	Retiree and Spouse	\$13,374.36

Dental HMO	Individual	\$221.16
	Parent and Child	\$442.08
	Employee or Retiree and Spouse	\$561.72
	Family	\$638.76

Dental PPO	Individual	\$413.64
	Parent and Child	\$733.80
	Employee or Retiree and Spouse	\$951.60
	Family	\$1,057.68

VSP Vision	Individual	\$28.68
	Parent and Child	\$57.24
	Employee or Retiree and Spouse	\$73.20
	Family	\$83.16

Employer Subsidy for Full Time Non-represented Employees	
HMO/EPO	85%
PPO	75%
Dental HMO	100%
Dental PPO	100%
VSP Vision	100%

Rates for Part Time Employees

The medical rates for a part-time non-represented employee shall be the product of the annual cost multiplied by the employer subsidy for a full-time non-represented employee multiplied by the percentage of a full-time position worked by the employee.

The dental and vision rates will be subsidized 100% by the County.

Employer Subsidy for Survivors of Employees

The employer subsidy for survivors of employees shall be 80%, excluding dental and vision coverage.

There shall be no employer subsidy for dental and vision coverage for survivors of employees.

Employer Subsidy for Survivors of Retirees

The employer subsidy for survivors of retirees shall be 80%, excluding dental and vision coverage.

There shall be no employer subsidy for dental and vision coverage for survivors of retirees.

Monetary Credit for Non-Represented Employees Who Choose to Opt Out of Health Insurance Benefits

A full-time non-represented employee who opts out of medical coverage shall be entitled to a monetary credit of \$497.90 annually.

A full-time non-represented employee who opts out of dental & vision coverage shall be entitled to a monetary credit of \$48.10 annually.

A full-time non-represented employee who selects dental HMO coverage and opts out of dental PPO coverage shall be entitled to a monetary credit of \$26.00 annually.

A part-time non-represented employee who opts out of medical and/or dental and vision coverage shall be entitled to a monetary credit equal to the product of the monetary credit for a full-time non-represented employee multiplied by the percentage of a full-time position worked by the employee.