

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2016, Legislative Day No. 31

Resolution No. 38-16

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

By the County Council, June 20, 2016

1 RESOLUTION approving estimates of the annual costs of providing health insurance  
2 benefits and the employer subsidies used to determine the rates for certain participants  
3 under the County Employee and Retiree Health Benefits Program  
4

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

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

18 WHEREAS, the Personnel Officer has prepared the estimate of the annual costs  
19 and has proposed the subsidy and rates as required by § 6-1-308(h)(1) and (i)(6)  
20 for calendar year 2017 as set forth on the document attached hereto as Exhibit A;  
21 now, therefore, be it  
22

23 *Resolved by the County Council of Anne Arundel County, Maryland,* That the County  
24 Council hereby approves the estimate of the annual costs, the employer subsidy, and the  
25 rates and any monetary credits for calendar year 2017 as set forth on Exhibit A; and be it  
26 further  
27

28 *Resolved,* That a copy of this Resolution be sent to Personnel Officer Andrea M.  
29 Rhodes.

Anne Arundel County Government  
2017 Annual Cost of Health Benefits  
Effective 1/1/2017

Plan	Coverage	Calendar Year 2017 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%

Anne Arundel County Government  
2017 Annual Cost of Health Benefits  
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**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.

**Opt Out Credits for County Employees Who Are Spouses of Another County Employee**

An employee eligible to participate in County Health plans, who is the spouse of another County employee who is eligible to participate in the County Health Plans shall be covered under the employee's own plan unless an election is made by the spouse to cover the employee under the Spouse's plan, in which case the employee shall be covered as a spouse but not entitled to any credit for declining coverage as an employee.