

COUNTY COUNCIL OF ANNE ARUNDEL COUNTY, MARYLAND

Legislative Session 2019, Legislative Day No. 7

Bill No. 24-19

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

By the County Council, April 1, 2019

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Introduced and first read on April 1, 2019  
Public Hearing set for and held on May 6, 2019  
Public Hearing on AMENDED bill set for and held on May 20, 2019  
Bill Expires July 5, 2019

By Order: JoAnne Gray, Administrative Officer

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A BILL ENTITLED

1 AN ORDINANCE concerning: Personnel and Purchasing – Employee and Retiree Health  
2 Benefits Program

3  
4 FOR the purpose of amending the County Employee and Retiree Health Benefits Program  
5 to include provisions related to collective bargaining; amending certain definitions;  
6 requiring the solicitation or invitation of competitive bids for group health plan  
7 contracts related to the County Employee and Retiree Health Benefits Program; making  
8 certain technical changes; and generally relating to personnel and purchasing.

9  
10 BY repealing and reenacting, with amendments: § 6-1-308(a)(11) and (12)(i), (b),  
11 (d)(1)(iii), (h)(1), and (n)(1), (7), (8), and (9)  
12 Anne Arundel County Code (2005, as amended)

13  
14 BY repealing and reenacting, with amendments, and renumbering: § 6-1-308(i)(4) through  
15 (19) to be § 6-1-308(i)(4) through (18)  
16 Anne Arundel County Code (2005, as amended)

17  
18 BY adding: §§ 6-1-308(o), (p), and (q); and 8-2-110(f)  
19 Anne Arundel County Code (2005, as amended)

20  
21 SECTION 1. *Be it enacted by the County Council of Anne Arundel County, Maryland,*  
22 That Section(s) of the Anne Arundel County Code (2005, as amended) read as follows:

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EXPLANATION: CAPITALS indicate new matter added to existing law.  
[Brackets] indicate matter stricken from existing law.  
Captions and taglines in **bold** in this bill are catchwords and are not law.  
Underlining indicates amendments to bill.  
~~Strikeover~~ indicates matter stricken from bill by amendment.

**ARTICLE 6. PERSONNEL**

**TITLE 1. CLASSIFIED SERVICE**

**6-1-308. County Employee and Retiree Health Benefits Program.**

(a) **Definitions.** In this section, the following words have the meanings indicated.

(11) “Employer subsidy” means that [percentage] PORTION of the annual costs of providing benefits under a plan to be paid by an employer as determined in accordance with subsection (i).

(12) “Health insurance benefit options” means the types and components of health insurance plans offered to employees and retirees, including:

(i) the structures of health insurance plans, [including] WHICH MAY INCLUDE health maintenance organizations, participating provider organizations, point of service plans, fee for service plans, and consumer-directed health plans;

(b) **Establishment and status of Program.**

(1) There is a County Employee and Retiree Health Benefits Program administered by the Personnel Officer that shall include insurance for medical care and prescription drugs and may include insurance for dental and vision care as provided in this section.

[(2) The health insurance plan with the lowest estimated annual cost referred to in subsection (i)(4) shall have an actuarial value of no less than 85%, except that for health insurance plans offered for tax years beginning after December 31, 2017, the health insurance plan with the lowest estimated annual cost determined under subsection (h) shall be the plan that offers the highest coverage amounts possible without being subject to an excise tax imposed by the Patient Protection and Affordable Care Act.

(3) The health insurance benefit options, health insurance plans, and employer subsidies for retirees and survivors are not subject to collective bargaining. Employer subsidies for employees are subject to collective bargaining in accordance with subsection (i)(5). The health insurance benefit options and health insurance plans offered to employees are not subject to collective bargaining. However, before beginning collective bargaining over employer subsidies in accordance with subsection (i)(5) the Personnel Officer shall consult with and consider the comments by exclusive representatives on the health insurance benefit options and health insurance plan or plans that the Personnel Officer proposes to offer to employees.

(4) The County retains the discretion to make changes to the Program by ordinance of the County Council, including changes to employer subsidies, and to apply those changes to all participants, provided that no changes may be made to an employer subsidy:

(i) negotiated in accordance with subsection (i)(5); or

1 (ii) applicable to a retiree after the retiree retires, although changes may be made  
2 to the employer subsidy applicable to the dependents of a retiree after the retiree retires.]

3  
4 (2) (I) EMPLOYER SUBSIDIES FOR AND COMPONENTS OF THE HEALTH INSURANCE  
5 PLAN AVAILABLE TO EMPLOYEES WHO ARE REPRESENTED BY AN EXCLUSIVE EMPLOYEE  
6 REPRESENTATIVE UNDER TITLE 4 AND THEIR ELIGIBLE DEPENDENTS ARE SUBJECTS OF  
7 COLLECTIVE BARGAINING TO THE EXTENT PROVIDED BY, AND SUBJECT TO, APPLICABLE  
8 FEDERAL, STATE, AND COUNTY LAWS, INCLUDING §§ 811 AND 812 OF THE CHARTER.  
9

10 (II) COLLECTIVE BARGAINING REGARDING COMPONENTS OF THE HEALTH  
11 INSURANCE PLAN AVAILABLE TO EMPLOYEES WHO ARE REPRESENTED BY AN EXCLUSIVE  
12 EMPLOYEE REPRESENTATIVE UNDER TITLE 4 SHALL BE CONDUCTED BY THE COUNTY,  
13 JOINTLY WITH ALL EXCLUSIVE EMPLOYEE REPRESENTATIVES RECOGNIZED BY THE  
14 COUNTY, DURING A PERIOD OF TIME COMMENCING 18 MONTHS PRIOR TO THE EXPIRATION  
15 OF A HEALTH INSURANCE PLAN OR A PRESCRIPTION DRUG PLAN. COLLECTIVE  
16 BARGAINING REGARDING ~~EMPLOYEE~~ EMPLOYER SUBSIDIES FOR THE HEALTH INSURANCE  
17 PLAN AVAILABLE TO EMPLOYEES WHO ARE REPRESENTED BY AN EXCLUSIVE EMPLOYEE  
18 REPRESENTATIVE UNDER TITLE 4 SHALL BE CONDUCTED BY THE COUNTY WITH ALL  
19 EXCLUSIVE EMPLOYEE REPRESENTATIVES RECOGNIZED BY THE COUNTY DURING EACH  
20 COLLECTIVE BARGAINING CYCLE.  
21

22 (III) EMPLOYER SUBSIDIES AND COMPONENTS OF THE PROGRAM FOR RETIREES,  
23 SURVIVORS, AND EMPLOYEES NOT REPRESENTED BY AN EXCLUSIVE REPRESENTATIVE  
24 SELECTED IN ACCORDANCE WITH TITLE 4 MAY NOT BE SUBJECT TO COLLECTIVE  
25 BARGAINING. NOTHING IN § 6-1-308 MAY BE CONSTRUED TO VOID, CANCEL, OR MAKE  
26 UNENFORCEABLE ANY PROVISION OF A MEMORANDUM OF AGREEMENT BETWEEN THE  
27 COUNTY AND AN EXCLUSIVE EMPLOYEE REPRESENTATIVE REGARDING RETIREE HEALTH  
28 BENEFITS THAT WAS IN EFFECT PRIOR TO THE EFFECTIVE DATE OF BILL NO. 24-19. SUBJECT  
29 TO THE ELIGIBILITY REQUIREMENTS OF SUBSECTION (I). IN ADDITION, NO CHANGES MAY  
30 BE MADE TO AN EMPLOYER SUBSIDY APPLICABLE TO A RETIREE AFTER THE RETIREE  
31 RETIREES. ALTHOUGH CHANGES MAY BE MADE TO THE EMPLOYER SUBSIDY APPLICABLE  
32 TO THE DEPENDENTS OF A RETIREE AFTER THE RETIREE RETIRES.  
33

34 (IV) BEFORE COLLECTIVE BARGAINING OVER ANY COMPONENT OF THE  
35 HEALTH INSURANCE PLAN OR A PRESCRIPTION DRUG PLAN, THE PERSONNEL OFFICER  
36 SHALL CONSIDER AND ANSWER REQUESTS FOR COUNTY DATA AND INFORMATION BY OR  
37 ON BEHALF OF EXCLUSIVE REPRESENTATIVES ON HEALTH INSURANCE BENEFIT OPTIONS  
38 AND THE HEALTH INSURANCE PLAN THAT, ON BEHALF OF THE COUNTY, THE PERSONNEL  
39 OFFICER PROPOSES TO OFFER TO EMPLOYEES FOR THE NEXT PLAN YEAR. THE PERSONNEL  
40 OFFICER MAY NOT UNREASONABLY WITHHOLD OR DENY ANY REQUEST FOR COUNTY  
41 DATA AND INFORMATION THAT IS AVAILABLE TO AND USED BY THE COUNTY WITH  
42 RESPECT TO DESIGN, MANAGEMENT, OR ADMINISTRATION OF THE COUNTY HEALTH  
43 BENEFITS PROGRAM.  
44

45 (V) COMPONENTS OF THE HEALTH INSURANCE PLAN SUBJECT TO COLLECTIVE  
46 BARGAINING UNDER ~~§ 6-1-308(B)(3)~~ § 6-1-308(B)(2) SHALL BE MADE AVAILABLE TO ALL  
47 EMPLOYEES OF THE COUNTY, WHETHER OR NOT THEY ARE REPRESENTED UNDER TITLE 4.  
48

49 (3) THE COUNTY RETAINS THE DISCRETION PRIOR TO THE START OF EACH PLAN  
50 YEAR TO MAKE CHANGES TO THE PROGRAM BY ORDINANCE, SUBJECT TO THE DUTY TO  
51 COLLECTIVELY BARGAIN SET FORTH IN § 6-1-308(B)(2)(I), IF THE CHANGES ARE ENACTED  
52 BY THE COUNTY COUNCIL AT LEAST 60 DAYS BEFORE THE START OF THE PLAN YEAR, AND  
53 ARE CONSISTENT WITH THE CHARTER.  
54

55 (4) NOTHING IN § 6-1-308 SHALL CONVEY TO AN EXCLUSIVE EMPLOYEE  
56 REPRESENTATIVE ANY RIGHT TO DEMAND OR PARTICIPATE IN BINDING ARBITRATION  
57 OVER EMPLOYER SUBSIDIES FOR OR COMPONENTS OF HEALTH INSURANCE PLANS EXCEPT  
58 AS AUTHORIZED UNDER § 812 OF THE CHARTER. ANY ARBITRATION DECISION INVOLVING

1 A COMPONENT OF A HEALTH INSURANCE PLAN ISSUED PURSUANT TO § 812 OF THE  
2 CHARTER SHALL BE APPLIED EQUALLY TO ALL EMPLOYEE GROUPS.

3  
4 **(d) Participation; eligibility of employees and certain survivors.**

5  
6 (1) A person is eligible to participate in an employee health insurance plan if the  
7 person is:

8  
9 (iii) an employee paid under the Miscellaneous Exempt Employees Pay and  
10 Benefit Plan who is eligible to participate in accordance with the rules and regulations for  
11 miscellaneous exempt employees adopted by the Personnel Officer under subsection  
12 [(n)(9)] (N)(8).

13  
14 **(h) Determination of annual costs of providing benefits.**

15  
16 (1) The estimate of the annual costs of providing benefits under the various health  
17 insurance plans shall be:

18  
19 (I) prepared by the Personnel Officer;

20  
21 (II) PRESENTED TO AND DISCUSSED JOINTLY WITH THE EXCLUSIVE  
22 REPRESENTATIVES OF COUNTY EMPLOYEES, AND THEIR CONSULTANTS, AT LEAST TEN  
23 CALENDAR DAYS PRIOR TO PRESENTATION TO THE COUNTY COUNCIL; and

24  
25 (III) approved by resolution of the County Council.

26  
27 **(i) Determination and amount of employer subsidy.**

28  
29 (4) [Effective January 1, 2016, employer subsidies for optional plans available to  
30 participants for the same type of coverages established in accordance with this subsection  
31 shall be applied to the estimated annual costs for the plan with the lowest estimated annual  
32 costs approved by resolution of the County Council under subsection (h) in order to  
33 determine the rates paid by participants in health insurance plans. Participants who select  
34 plans other than the plan with the lowest estimated annual costs shall pay all costs for the  
35 plans in excess of the amount of the employer subsidy as applied to the plan with the lowest  
36 estimated annual cost.

37  
38 (5) The employer subsidy [used to determine the rates] for employees represented  
39 by an exclusive representative selected in accordance with Title 4 and any monetary credits  
40 for opting out of coverages shall be determined through collective bargaining and, if  
41 applicable, binding arbitration.

42  
43 [(6)] (5) The employer subsidy [used to determine the rates] for [all other]  
44 employees NOT REPRESENTED BY AN EXCLUSIVE EMPLOYEE REPRESENTATIVE UNDER  
45 TITLE 4, RETIREES, [and for the] survivors of employees, and SURVIVORS OF retirees shall  
46 be proposed by the Personnel Officer and approved by resolution of the County Council.  
47 The resolution shall also include the rates for part-time employees WHO ARE NOT  
48 REPRESENTED BY AN EXCLUSIVE EMPLOYEE REPRESENTATIVE UNDER TITLE 4 and any  
49 monetary credits given to employees not represented by an exclusive representative UNDER  
50 TITLE 4 for opting out of coverages.

1            [(7)] (6) Effective January 1, 2016, if the survivor of a retiree is eligible to  
2 participate in employer-sponsored health care insurance on the basis of the employment of  
3 the survivor, the survivor's parent, or the survivor's subsequent spouse by an employer  
4 other than an employer defined in subsection (a)(10), and the survivor chooses to enroll in  
5 a health insurance plan, the employer subsidy shall be reduced by an amount equal to 50%  
6 of the employer's subsidy for individual coverage [under the plan with the lowest estimated  
7 annual costs] AS approved by resolution of the County Council under subsection (h).

8  
9            [(8)] (7) Effective January 1, 2016, if the survivor of an employee receives periodic  
10 payment of a death benefit as a survivor under Article 5 of this Code, not including payment  
11 of a lump sum death benefit, and the survivor is eligible to participate in employer-  
12 sponsored health care insurance on the basis of the employment of the survivor, the  
13 survivor's parent, or the survivor's subsequent spouse by an employer other than an  
14 employer defined in subsection (a)(10), and the survivor chooses to enroll in a health  
15 insurance plan, the employer subsidy shall be reduced by an amount equal to 50% of the  
16 employer's subsidy for individual coverage [under the plan with the lowest estimated  
17 annual costs] AS approved by resolution of the County Council under subsection (h).

18  
19            [(9)] (8) The provisions of subsections [(7) and (8)] (6) AND (7) shall apply only if  
20 the employer-sponsored health care insurance in which the spouse or survivor may enroll  
21 is an eligible employer sponsored plan that satisfies the affordability standards under the  
22 Patient Protection and Affordable Care Act.

23  
24            [(15)] (14) The employer subsidy, exclusive of dental and vision coverage, for  
25 retirees hired before January 1, 2015 who retire after January 1, 2017 and who receive non-  
26 service-connected disability retirement pensions under § 5-3-307(b) of this Code or annual  
27 disability retirement pensions determined in accordance with the provisions of § 5-4-206  
28 (d)(3), § 5-5-205 (d)(3), or § 5-6-207(d)(3) of this Code shall be the greater of 50% or the  
29 percentage determined in accordance with subsection [(i)(14)] (I)(13), provided the retiree  
30 was not rehired by an employer defined in subsection (a)(10) on or after January 1, 2015.

31  
32            [(17)] (16) The employer subsidy, exclusive of dental and vision coverage, for  
33 retirees hired after January 1, 2015 who retire on or after January 1, 2017 and who receive  
34 non-service-connected disability retirement pensions under § 5-3-307(b) of this Code or  
35 annual disability retirement pensions determined in accordance with the provisions of § 5-  
36 4-206 (d)(3), § 5-5-205 (d)(3), or § 5-6-207(d)(3) of this Code shall be the greater of 50%  
37 or the percentage determined in accordance with subsection [(i)(17)] (I)(15).

38  
39            [(18)] (17) The employer subsidy, exclusive of dental and vision coverage, for a  
40 County Executive shall be the greater of 50% or the percentage determined in accordance  
41 with subsection [(i)(14) or (i)(16)] (I)(13) OR (I)(15).

42  
43            (n) **Duties and powers of the Personnel Officer.** In addition to the specific duties set  
44 forth in this section, the Personnel Officer has the general duty to administer the Program  
45 and has the powers necessary to do so, including the power to:

1 (1) establish, SUBJECT TO § 6-1-308(B)(2), the health insurance benefit options and  
2 design the health insurance plans, WHICH MAY INCLUDE A WELLNESS PLAN, made  
3 available to participants, and designate the plan year;

4  
5 (7) [establish and administer Wellness Programs as part of the Program;

6  
7 (8)] establish Health Care Flexible Spending Accounts and High-Deductible Health  
8 Plans as part of the Program; and

9  
10 [(9)] (8) adopt rules and regulations necessary to implement the Program as set forth  
11 in this section provided that such rules and regulations are published on the Office of  
12 Personnel website at least 30 days prior to taking effect.

13  
14 (O) THE PERSONNEL OFFICER SHALL MEET, JOINTLY, WITH THE EXCLUSIVE  
15 REPRESENTATIVES AND THEIR CONSULTANTS UP TO TWO TIMES PER CALENDAR YEAR TO  
16 REVIEW AND DISCUSS THE ANNUALLY ACCOUNTED RECEIPTS AND DISBURSEMENTS  
17 INCLUDING INSURED BUT NOT REPORTED CLAIMS, FOR EACH COUNTY-SPONSORED PLAN,  
18 COST CONTAINMENT, EFFICIENCIES, AND DATA FOR EACH HEALTH INSURANCE PLAN FOR  
19 ACTIVE COUNTY EMPLOYEES AS SUCH PLANS ARE DEFINED IN § 6-1-308(A)(13).

20  
21 (P) NO LATER THAN JUNE 30 OF EACH YEAR, WITH RESPECT TO THE IMMEDIATELY  
22 PRECEDING PLAN YEAR, EACH HEALTH INSURANCE PLAN PROVIDER ENGAGED BY THE  
23 COUNTY TO OFFER A HEALTH INSURANCE PLAN SHALL PROVIDE THE COUNTY DATA  
24 RELATING TO ENROLLMENT, CLAIMS, ADMINISTRATIVE COSTS, USAGE TRENDS, AND ANY  
25 OTHER DATA NECESSARY TO CALCULATE ANY SURPLUS OR DEFICIT EXPERIENCED BY  
26 THE PLAN. THE DATA PROVIDED BY EACH PLAN PROVIDER SHALL BE PROVIDED TO EACH  
27 EXCLUSIVE REPRESENTATIVE THAT MAKES A REQUEST.

28  
29 (Q) IF SUBMITTED UPON THE JOINT DEMAND OF EITHER THE EXCLUSIVE EMPLOYEE  
30 REPRESENTATIVES FOR A MAJORITY OF COUNTY EMPLOYEES COVERED UNDER TITLE 4  
31 OR A MAJORITY OF EXCLUSIVE EMPLOYEE REPRESENTATIVES UNDER TITLE 4, ANY  
32 DISPUTE ABOUT THE MEANING OR APPLICATION OF ANY PART OR PROVISION OF  
33 SUBSECTIONS (B)(2)(IV), (H)(1)(II), (O), OR (P) SHALL BE SUBJECT TO GRIEVANCE AND  
34 GRIEVANCE ARBITRATION UNDER § 6-4-113 PROVIDED THAT A FINAL WRITTEN  
35 GRIEVANCE ARBITRATION AWARD SHALL BE SUBJECT TO REVIEW UPON PETITION TO  
36 MODIFY OR VACATE FILED IN THE CIRCUIT COURT FOR ANNE ARUNDEL COUNTY, AND  
37 SUBJECT TO FURTHER REVIEW ON APPEAL UNDER THE MARYLAND UNIFORM  
38 ARBITRATION ACT. THIS REMEDY SHALL BE EXCLUSIVE WITH RESPECT TO THE  
39 ENUMERATED SUBSECTIONS. IT MAY NOT BAR THE EXERCISE OF ANY REMEDIES THAT  
40 MAY BE AVAILABLE WITH RESPECT TO A DISPUTE ABOUT ANY OTHER PART OR PROVISION  
41 OF THIS SECTION.

42  
43 **ARTICLE 8. PURCHASING**

44  
45 **TITLE 2. PROCUREMENT**

46  
47 **8-2-110. Professional services procurements.**

48  
49 (F) **Group Health Plan Contracts.** THE PERSONNEL OFFICER SHALL SOLICIT  
50 COMPETITIVE SEALED PROPOSALS OR INVITE COMPETITIVE SEALED BIDS FOR HEALTH  
51 INSURANCE PLANS FOR THE PROVISION OF BENEFITS AS DETERMINED PURSUANT TO § 6-  
52 1-308 AT LEAST EVERY SIX YEARS, AND EACH PROPOSAL OR BID SHALL INCLUDE AT A  
53 MINIMUM AN ESSENTIAL HEALTH BENEFITS PACKAGE AS REQUIRED BY THE PATIENT  
54 PROTECTION AND AFFORDABLE CARE ACT.

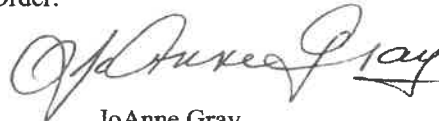
1        SECTION 2. And be it further enacted, That all references in this Ordinance to “the  
2 effective date of Bill No. 24-19”, or words to that effect, shall, upon codification, be  
3 replaced with the actual date on which this Ordinance takes effect under Section 307 of the  
4 County Charter as certified by the Administrative Officer to the County Council.

5  
6        ~~SECTION 2.~~ 3. And be it further enacted, That this Ordinance shall take effect 45 days  
7 from the date it becomes law.

AMENDMENTS ADOPTED: May 6, 2019

READ AND PASSED this 20<sup>th</sup> day of May, 2019

By Order:



JoAnne Gray  
Administrative Officer

PRESENTED to the County Executive for his approval this 21<sup>st</sup> day of May, 2019



JoAnne Gray  
Administrative Officer

APPROVED AND ENACTED this 5/23 day of May, 2019



Steuart Pittman  
County Executive

EFFECTIVE DATE:

**JUL 7 2019**

I HEREBY CERTIFY THAT THIS IS A TRUE AND CORRECT COPY OF BILL NO.  
24-19. THE ORIGINAL OF WHICH IS RETAINED IN THE FILES  
OF THE COUNTY COUNCIL.



JoAnne Gray  
Administrative Officer