

RESOLUTION #2023-010

**AMENDMENT TO CAROLINE COUNTY PERSONNEL RULES AND REGULATIONS,
RETIREMENT, HEALTH AND OTHER BENEFITS CHAPTER**

WHEREAS, Chapter 49 of the Code of Public Local Laws of Caroline County (the “Code”) establishes the Caroline County Government Personnel System (the “Personnel System”); and

WHEREAS, §49-5 of the Code requires that the County Commissioners adopt by resolution rules and regulations governing the Personnel System and the County Commissioners have therefore created and adopted the Caroline County Personnel Rules and Regulations (the “Rules and Regulations”); and

WHEREAS, the Other Post-Employment Benefits (OPEB) Board recommends Chapter 9 of the Personnel Rules and Regulations be amended.

NOW THEREFORE, IT IS HEREBY RESOLVED BY THE COUNTY COMMISSIONERS OF CAROLINE COUNTY, MARYLAND, that

Section 1. Chapter 9 of the Caroline County Personnel Rules and Regulations is amended as follows:

Chapter 9
Retirement, Health, and other Benefits

Section 9-105. Health Care Benefits for Retired Employees.

A. The Employer provides certain health insurance benefits for retired employees. The benefit differs based on the age of the Retiree and the Retiree’s qualified years of pension service.

1. Retirees eligible for Medicare

If a qualified Retiree has at least 20 years of qualified service and is eligible for Medicare, the Employer may provide a Medicare supplement plan. If a Retiree does not have at least 20 years of County service and is eligible for Medicare, the Retiree may purchase the County’s Medicare supplement plan at the full normal cost.

2. Retirees not eligible for Medicare

The Employer may provide a subsidy to qualified Retirees through a Health Reimbursement Account (HRA) to help Retirees not yet eligible for Medicare pay health insurance premiums. To receive this reimbursement payment through the HRA, the Retiree must meet the following conditions:

A. **RETIREES THAT RETIRED PRIOR TO JULY 1, 2023**

- a. Be 50 years of age or older, have 30 years of Caroline County Service, and be retired under the County’s normal pension plan, the County’s public safety pension plan, or the Law Enforcement Officer’s Pension System (LEOPS);

Or

- b. Be 60 years of age or older, have 20 years of Caroline County Service, and be retired under the County’s normal pension plan, the County’s public safety pension plan, or the Law Enforcement Officer’s Pension System (LEOPS).

B. RETIREES THAT RETIRE AFTER JULY 1, 2023

- a. HAVE 25 YEARS OF YEARS OF CAROLINE COUNTY SERVICE AND BE RETIRED UNDER THE COUNTY’S NORMAL PENSION PLAN OR THE LAW ENFORCEMENT OFFICER’S PENSION SYSTEM (LEOPS)**

The only allowable expense through the County’s HRA is the reimbursement of health insurance premiums for the Retiree. A retiree who is eligible for employer-sponsored health insurance through his/her employer or his/her spouse’s employer shall not be eligible for this benefit.

For the purpose of Section 9-105.A, “County service” shall mean years of full-time employment in Caroline County government or the Caroline County Sheriff’s Office where the employee participated in the Caroline County pension system or the Maryland Law Enforcement Officer’s Pension System.

For the purpose of Section 9-105.A. “Years of CAROLINE County service” under the Law Enforcement Officer’s Pension System (LEOPS) shall be the equivalent to the same number of years of service as calculated by LEOPS, and as may be subsequently amended from time to time.

3. Retiree Spouse

The spouse of a Retiree who is eligible to participate in the County’s Medicare supplement plan may purchase the County’s Medicare supplement plan at the full normal cost. A spouse eligible to purchase the County’s Medicare supplement under this Section may continue to purchase the insurance after the death of the Retiree.

- B. The County Commissioners, at their discretion, may elect to discontinue this benefit, or to substantially alter or amend this benefit. To the extent that the County Commissioners

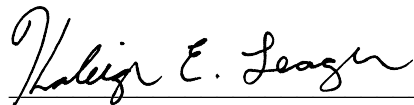
elect to fund and make such a benefit available, the Personnel Administrator shall be responsible for delivering such benefit in a non-discriminatory manner to the members of any group to whom such benefit is afforded

Section 2. Matter added is shown by **BOLD CAPITALIZATION**. Matter deleted is show by ~~strikethrough~~

ADOPTED: June 20, 2023

EFFECTIVE: July 1, 2023

ATTEST:



Kaleigh Leager, Executive Assistant

(SEAL)

**COUNTY COMMISSIONERS OF
CAROLINE COUNTY, MARYLAND**



J. Travis Breeding, President



Larry C. Porter, Vice President



N. Franklin Bartz III, Commissioner