

*Comm workshop mtg.
9/06/06/jer*

DAUPHIN COUNTY
BOARD OF COMMISSIONERS

RESOLUTION NO. 21-2006

WHEREAS, the County has provided health care continuation benefits to various groups of employees covered by collective bargaining agreements between the County and labor organizations; and

WHEREAS, during that same time period, management, supervisory and staff employees not covered by collective bargaining agreements have not been eligible for health care continuation benefits upon retirement; and

WHEREAS, the condition of County finances in the final quarter of 2006 provides the commissioners with a unique opportunity to make this one-time offer of health care continuation benefits to a limited number of managerial, supervisory and non-bargaining unit staff employees who desire and are eligible to retire during the period running from September 1, 2006 to February 28, 2007; and

WHEREAS, managerial, supervisory and non-bargaining unit staff employees of the County who have given many years of loyal and productive service to the citizens of the County have indicated an intention to retire provided they receive health care continuation benefits for a limited period of time during retirement.

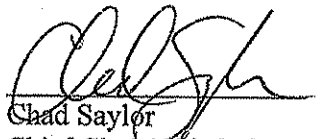
NOW THEREFORE, be it resolved as follows:

1. During the six (6) month period running from September 1, 2006 to February 28, 2007, employees not covered by a collective bargaining agreement who retire and apply for benefits under the County's Pension Plan will be eligible for the same health care insurance benefits (health care, prescription, vision and dental coverage) that are provided to all active non-union employees of the County, as may be amended from time to time by the commissioners.
2. This benefit will be provided to all employees who are eligible and retire during the period of opportunity as identified above and meet the following qualifications:
 - Attained the minimum age of fifty-five (55) as of the date of retirement;
 - Completed a minimum of twenty (20) years of service as of the date of retirement;
 - Are enrolled in the County's health care benefit plan at the time of retirement;
3. Provided an employee meets the eligibility requirements above, health care insurance benefits will be provided under the following conditions:

- The health care insurance coverage is provided for the employee and spouse, if applicable;
- Insurance benefits will continue for a maximum of ten (10) continuous years from the date of retirement;
- Benefits under this Plan will end when the employee or spouse becomes eligible for Medicare coverage. The insurance coverage will continue for the employee or spouse who is not eligible for Medicare coverage;
- Benefits under this Plan will end if the employee or spouse becomes eligible for health care insurance benefits with another employer, provided that insurance coverage is relatively equal to the County's insurance, and provided further that the employee's (or spouse's) cost for such insurance does not exceed thirty (30) percent of the total premium cost;
- The employee and spouse will be responsible for payment of thirty (30) percent of the monthly premium. Premium payments are due prior to the first of the month for the month of coverage. Failure to make timely payments will result in cancellation of insurance coverage, without the opportunity for reinstatement.


Duly adopted this 24th day of September, 2006.

ATTEST


 Chad Saylor
 Chief Clerk/Chief of Staff

DAUPHIN COUNTY
 BOARD OF COMMISSIONERS

By:  9/06/06
 Jeffrey T. Haste, Chairman

By: 
 Dominic D. DiFrancesco, II, Vice Chairman

By: 
 George P. Hartwick, III, Secretary