

RESOLUTION

NO: 2010-04-126

LIVINGSTON COUNTY

DATE: April 13, 2010

RESOLUTION TO AUTHORIZE FOURTH AMENDMENT TO COUNTY OF LIVINGSTON RETIREE HEALTH SAVINGS PROGRAM - County Administration / Finance Committee

WHEREAS, Livingston County Board of Commissioners adopted Resolution #1203-450 that established the Livingston County Retiree Health Savings Program with an effective date of January 1, 2004, for eligible employees hired after March 17, 2003, and an effective date of November 18, 2003, for eligible employees choosing the Special Window “opt-out”; and

WHEREAS, Livingston County Board of Commissioners adopted Resolution #2007-10-271 to amend the Livingston County Retiree Health Savings Program as required by the IRS to eliminate elective features; and

WHEREAS, the County of Livingston Retirement Health Savings Program was amended a second time under Resolution #2008-12-374 pursuant to the collective bargaining agreement between Livingston County Courts and the Michigan Association of Public Employees which provides that effective January 1, 2009 Court employees may participate in the County of Livingston Retirement Health Savings Program; and

WHEREAS, Livingston County Board of Commissioners adopted Resolution #2009-10-317 that provides that all employees hired on or after November 1, 2009 shall no longer be eligible to participate Retiree Health Savings Program; and

WHEREAS, in reviewing Resolution #2009-10-317, pension and benefits counsel noted an error in the Third Amendment to the County of Livingston Retiree Health Savings Program and that error is corrected herein; and

WHEREAS, this program document must be amended a fourth time to clarify judges’ eligibility for the benefit.

THEREFORE BE IT RESOLVED that subject to review by pension and benefits counsel, the Livingston County Board of Commissioners hereby amends the program as previously adopted:

COUNTY OF LIVINGSTON
RETIREE HEALTH SAVINGS PROGRAM

PROGRAM GUIDELINES

SECTION 1

PURPOSE

The purpose of the Program is to assist employees with saving for their future health care costs in retirement. The Livingston County Board of Commissioners hereby reserves and retains, solely and exclusively, all rights to interpret and operate the Program. Furthermore, the County Board reserves the right to add to, delete from, modify and/or change the Program in any way it deems appropriate, including termination of any and all provisions of the Program. The Board Chair is authorized to sign any agreement in order to effectuate this resolution.

SECTION II

DEFINITIONS

For the purposes of this Program, the following words shall have the meanings respectively ascribed to them by this section;

1. *COUNTY or EMPLOYER* means the County of Livingston.
2. *COLLECTIVE BARGAINING ASSOCIATIONS* means those associations which have negotiated to participate in this Program, either specifically or by a “me too” provision.
3. *EMPLOYER CONTRIBUTIONS* means the payment made to the Participant’s Plan Account by the County up to the maximum amount allowed under the Program.
4. *EMPLOYEE* means any of the following:
 - (a) a non-union person employed by the County after March 17, 2003 and hired before November 1, 2009;
 - (b) a non-union person employed by the County before March 17, 2003 who has not met the age and service requirements for a normal or reduced pension under the Municipal Employees’ Retirement System of Michigan as of February 28, 2010;
 - (c) a non-union person employed by the County on or before March 17, 2003, who is otherwise eligible to participate in the Retiree Health Care Plan, and (1) voluntarily elects to irrevocably cease participation in the Retiree Health Care Plan, and (2) elects to participate in this Program upon being offered that opportunity by the County;
 - (d) a person who is an elected official or judge of the County elected or appointed after March 17, 2003 and before November 1, 2009;

- (e) a person who is an elected official or judge of the County elected or appointed on or before March 17, 2003, who is otherwise eligible to participate in the Retiree Health Care Plan, and (1) voluntarily elects to irrevocably cease participation in the Retiree Health Care Plan, and (2) elects to participate in this Program upon being offered that opportunity by the County; or
 - (f) A person employed by the County who is a member of a Collective Bargaining Association which has agreed to participate in this Program subject to the participation provisions of the collective bargaining agreement and this Program.
5. *PARTICIPANT CONTRIBUTIONS* means the voluntary payment made to the Participant's Plan Account by the Employee. Participant contributions shall cease as of December 31, 2007.
 6. *PARTICIPANT* means an Employee who is a member of a retirement plan of the County or of the State of Michigan Judges Retirement System, is eligible for County provided health insurance while actively employed by the County and is also enrolled in the Program. No person shall be considered a Participant of the Program who is compensated for services to the County on a fee or independent contractual basis. In all cases of doubt, the Personnel Director shall decide who is a Participant within the meaning of this Program provided such decision is consistent with any applicable collective bargaining agreements or established County Policy.
 7. *COUNTY POLICY* means those personnel and other policies as adopted by the Board of Commissioners and as contained in the employee manual or other appropriate written documents.
 8. *PLAN ACCOUNT* means the account into which Participant Contributions and/or Employer Contributions under this Program are credited. Such Plan Account may be the Employee's 457 Plan or such other County plan which may be established by the County for purposes of this Program.
 9. *PROGRAM* means the Retiree Health Savings Program of the County as described herein and any subsequent changes.
 10. *PROGRAM YEAR* means the period commencing on January 1 and ending on December 31 of each year.
 11. *RETIREMENT PLAN* means those retirement systems (collectively and individually) provided by the County of Livingston for its eligible employees and shall include any retirement program adopted by the County of Livingston and administered by the Michigan Municipal Employees Retirement System as provided by Act 135, the Public Acts of 1945, as amended. Notwithstanding the foregoing, "Retirement Plan" also includes the State of Michigan Judges Retirement System.
 12. *RETIREE HEALTH CARE PLAN* means the County of Livingston Retiree Health Care Plan as adopted by the County Board of Commissioners on June 2, 2003 and as amended in which participation has been granted to certain non-union employees hired on or before March 17, 2003 who have met the age and service requirements for a normal or reduced pension under the Municipal Employees' Retirement System of Michigan as of February 28, 2010, elected officials first elected on or before March 17, 2003, and certain union employees represented

by Collective Bargaining Associations that have negotiated agreements granting participation in the plan (see the Retiree Health Care Plan document for details).

SECTION III

ELIGIBILITY

In order to be eligible to participate in this Program during any Program Year, an individual must meet all of the following:

1. be a current permanent Employee of the County; and
2. be eligible, under County Policy or an applicable collective bargaining agreement, to participate in a County's Retirement Plan; and
3. be eligible, under County Policy or an applicable collective bargaining agreement, to receive the County's health care insurance as an active employee; and
4. have filed a written election with the County to participate in this Program and be enrolled in a Plan Account; and
5. not be eligible for participation in the Retiree Health Care Plan.

SECTION IV

ENROLLMENT IN PROGRAM

Subject to all applicable provisions of this Program, the County shall give each eligible Employee initial notice of his or her opportunity to enroll in the Program at the time he/she completes the necessary paperwork for new hires. Additionally, each eligible Employee shall have an opportunity to enroll in the Program each year during the month of December for the next upcoming year. Once enrolled, the Participant will be expected to continue their participation until such a time as the participant notifies the payroll department in writing that they wish to withdraw from the Program. Depending upon the alternative funding plan chosen, however, participation once begun may require continuation in the program for as long as the Participant is employed by the County. Employees participating in the Retiree Health Care Plan shall only have the opportunity to enroll during special "opt-out" windows at the discretion of the County.

SECTION V

TERMINATION OF PARTICIPATION

Participation in the Program shall terminate in accordance with the Program Guidelines and/or applicable collective bargaining agreement, on the earliest of:

1. termination of the Program;
2. voluntary or involuntary separation of employment;

3. termination of an Employee's eligibility to participate in the County's Retirement Plan;
4. termination of an Employee's eligibility to participate in the County's regular health insurance plan as an active employee.

SECTION VI

PARTICIPANT CONTRIBUTION(S) (PLEASE NOTE: ALL PARTICIPANT CONTRIBUTIONS SHALL CEASE AS OF DECEMBER 31, 2007)

The Participant Contributions will be made by payroll deduction and deposited into the Participant's Plan Account. The Participant will authorize the amount to be deducted on a per pay period basis from their paycheck. It is expressly understood that the Participant Contributions and matching Employer Contributions will be subject to the applicable deferral limitations for the Plan Account in accordance with the Internal Revenue Code. Participant Contributions shall cease as of December 31, 2007.

SECTION VII

EMPLOYER'S CONTRIBUTION(S)

The amount of the Employer Contribution will be calculated based on the Participant's years of service. The Employer will contribute the Employer Contribution amount to the Participant's Plan Account with the first pay after last pay of each quarter. The Employer's Contribution shall not be included as compensation or earnings when computing the Participant's retirement benefits. In addition, any deductions required from the Employer Contributions by state or federal rule, regulation or law shall be subtracted from the total contribution made by the Employer on behalf of the Participant.

The Employer Contribution shall be subject to the following maximum limitation in each calendar year of participation:

For Non-Union Employees:

YEARS OF SERVICE	AMOUNT
First five (5) years of service with the County	Up to \$520.00 per year (pro-rated)
Beginning with sixth (6 th) year of service with the County until termination of Participation	Up to \$1560.00 per year (pro-rated)
Adjusted annually consistent with the non-union salary schedule adjustment, beginning in 2005.	
The County contribution shall be distributed over a twelve (12) month period (four equal payments).	

For Court Bargaining Unit Employees – County Contributions to be Effective January 1, 2009:

YEARS OF SERVICE	AMOUNT
First five (5) years of service with the County	Up to \$350.00 per year (pro-rated)
Beginning with sixth (6 th) year of service with the County until termination of Participation	Up to \$1000.00 per year (pro-rated)
Adjusted annually consistent with the Court bargaining unit salary schedule adjustment, beginning in 2010.	
The County contribution shall be distributed over a twelve (12) month period (four equal payments).	

Years of service for purposes of this section must be actual service rendered with the County as an eligible employee or elected official. Purchased service or other service recognized for retirement under the Reciprocal Retirement Act (P.A. 88 of 1961, as amended (MCL 38.1102 et. seq.)) shall not be included.

In the event a Participant terminates Participation in the Program prior to the end of a calendar year, the Employer Contribution, up to the maximum allowed for the Participant’s years of service, will be appropriately adjusted (1/12 of an allowed match for each full month of service in that calendar year) and paid to the Participant’s Plan Account with the last paycheck.

SECTION VIII

SPECIAL WINDOW “OPT-OUT”

Employees beginning service on or before March 17, 2003, who are participants in the Retiree Health Care Plan, will be given a special one-time window of opportunity to voluntarily “opt-out” of the Retiree Health Care Plan and elect Participation in this Program. The decision to opt out of the Retiree Health Care Plan shall be made in writing upon such form or forms as the County may require and once made is IRREVOCABLE. In consideration for such a non revocable decision to “opt-out” of the Retiree Health Care Plan, the County will make an Employer Contribution in an amount equal to the maximum amounts provided under the Program for each of the eligible years of County service the employee has served. Any elected Official whose date of continuous employment is different than the date of participation in the MERS pension plan, the earlier date shall be the basis of the calculations for the buyout. Said Employer Contribution will be payable to the Participant’s Plan Account. There will be no required Participant Contribution into the Participant’s Plan Account to match the Employer’s special “opt-out” contribution. Continued Participation in the Program, however, will require Participant Contributions to receive future Employer Contributions. Future Employer Contributions would be based upon all years of actual service with the County in accordance with the provisions of Section VII. By way of illustration only, the following examples are offered:

EMPLOYEE A - Hired on March 2, 1998, Employee A would receive **\$3,900*** in the last pay period in December of 2003 if that employee chooses the irrevocable option to “opt-out” of the County of Livingston Retiree Health Care Plan to participate in this Program.

SERVICE REQUIREMENT	FORMULA	AMOUNT
First five (5) years of service	\$520 per year x 5	\$2,600.00
Ten (10) months of 6 th year of service (March through to December 2003)	\$130 per month x 10	\$1,300.00
EMPLOYER CONTRIBUTION TOTAL:		\$3,900.00

EMPLOYEE B - Hired in September 24, 1979, Employee B would receive **\$32,630*** in the last pay period in December of 2003 if that employee chooses the irrevocable option to “opt-out” of the County of Livingston Retiree Health Care Plan to participate in this Program.

SERVICE REQUIREMENT	FORMULA	AMOUNT
First five (5) years of service	\$520 per year x 5	\$2,600.00
Next nineteen (19) years of service	\$1,560 per year x 19	\$29,640.00
Three (3) months of 25 th year of service	\$130 per month x 3	\$390.00
EMPLOYER CONTRIBUTION TOTAL:.....		\$32,630.00

*Any Employer Contribution that exceeds the dollar amount allowed for deferment into the Participant’ Plan Account on a yearly basis: 1. may be paid - out into the Participant’s Plan Account over a maximum of three years; or, 2. may be taken as a lump-sum payment which will be considered taxable income; or, 3. a combination of payments to the Plan Account and lump-sum payment; or, 4. defer receipt of lump sum pay-off until new program (401a or Retirement Health Savings Plan) is established. For those employees who opt to either take the Employer Contributions over a two to three year period, and/or those who decide to defer the Employer Contributions until a new program is established, the deferred amount(s) shall be enhanced by the annual interest rate equivalent earned on the investment of surplus County funds. The Employer’s Contribution, nevertheless, shall not be included as compensation or earnings when computing the Participant’s retirement benefits. As always, any deductions required from the Employer’s Contributions by state or federal rule, regulation or law shall be

subtracted from the total contribution made by the Employer on behalf of the Participant.

SECTION IX

INTERNAL COUNTY TRANSFERS

The transfer of an Employee from another employee group into an employee group that participates in this Program will require a review by the Personnel Department of the Employee's eligibility both to participate in this Program and for a possible "opt-out" of the Retiree Health Care Plan, if the Employee was covered under that plan while with the former employee group. The following are provided for illustrative purposes only:

1. Employee A transfers from an employee group that has not already agreed to participate in this Program and does not participate in the County of Livingston Retiree Health Care Plan. In that case, if Employee A is otherwise qualified for this Program, the employee could begin participation at the Employer's Contribution maximum level allowed for his length of County service. There would be no "opt-out" available for Employee A.
2. Employee B transfers from an employee group that has not already agreed to participate in this Program, but does participate in the Retiree Health Care Plan. Employee B would be offered an initial opportunity to voluntarily "opt-out" of the Retiree Health Care Plan. If Employee B elects to make an irrevocable decision to "opt-out" of the Retiree Health Care Plan, the County will make an appropriate Employer Contribution to the Participant's Plan Account in accordance with Section VIII. Continued participation in this Program after the date of transfer is subject to all provisions herein.

In those circumstances where the opportunity to "opt-out" of the Retiree Health Care Plan is appropriate, the Personnel Department will prepare and provide the necessary form or forms to the transferring employee for his/her consideration and election.

SECTION X

AMENDMENT - TERMINATION OF PROGRAM

The County Board of Commissioners reserves the right to amend or terminate the Program in any manner deemed appropriate by the Board in its sole discretion so long as such amendment or termination is not inconsistent with any applicable collective bargaining agreement. Notwithstanding, such amendment or termination, Participant shall be fully vested in any Employer Contribution paid by the County on a Participant's behalf in accordance with this Program prior to such amendment or termination.

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MOVED: Commissioner VanHouten
SECONDED: Commissioner Dolan
CARRIED: 9-0-0