

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

M-NCPPC

RESOLUTION NO 15-16

**AUTHORIZATION TO ESTABLISH BENEFITS PROGRAM**

WHEREAS, the Affordable Care Act (“ACA”), the law commonly known as health care reform, was signed into law on March 23, 2010 and is codified at 26 U.S.C. 5000A, et seq., and

WHEREAS, starting in 2015, the ACA requires large employers (50 or more employees) to offer health care coverage to at least 70% of employees who work, on average, 30 hours or more per week (the “hour threshold”) or pay a penalty; and

WHEREAS the Commission met the 70% coverage requirement and therefore was not required to expand coverage in 2015 to contract employees who worked on average, 30 hours or more per week; and

WHEREAS, starting in 2016, the ACA requires large employers (50 or more employees) to offer health care coverage to at least 95% of employees who work, on average, 30 hours or more per week (the “hour threshold”) or pay a penalty; and

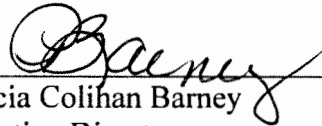
WHEREAS, there are contract employees in the Commission’s workforce who have met the hour threshold who are not currently offered health coverage and will be eligible for coverage in accordance with the ACA in 2016 with the 95% coverage requirement; and

WHEREAS, the Commission needs to adopt a program to comply with requirements and new thresholds of the ACA that are being phased in this coming year; and

WHEREAS, the Commission can comply with the ACA requirements by offering coverage to all employees who meet the hour threshold;

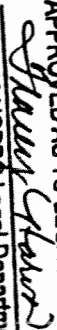
NOW THEREFORE, BE IT RESOLVED that the Maryland-National Capital Park and Planning Commission will comply with the ACA by offering coverage to eligible employees and authorizes the establishment of a benefits program for employees that meet the hourly threshold in accordance with the requirements of the ACA.

This is to certify that the foregoing is a true and correct copy of Resolution No. 15-16, adopted by The Maryland-National Capital Park and Planning Commission on motion of Commissioner Bailey, seconded by Commissioner Dreyfuss, with Commissioners Anderson, Geraldo, Presley, Shoaff, and Wells-Harley voting in favor of the motion, and Commissioners Hewlett, Fani-Gonzalez and Washington absent during the vote, at its meeting held on Wednesday, September 16, 2015, in Silver Spring, Maryland.



Patricia Colihan Barney  
Executive Director

APPROVED AS TO LEGAL SUFFICIENCY



M-NCPPC Legal Department

Date

9/17/2015