



M-NCPPC RESOLUTION NO. 19-04

FISCAL YEAR 2020 M-NCPPC
GROUP INSURANCE PLAN PREMIUM HOLIDAY

WHEREAS, the Maryland-National Capital Park and Planning Commission (the ("Commission")) provides a Group Insurance Plan ("Plan"), to its employees as a benefit of employment;

WHEREAS, the Commission expects to continue the Plan, but it is the Commission's position that there is no implied contract between employees and the Commission to do so, and reserves the right at any time and for any reason to amend or terminate the Plan, subject to the Commission's collective bargaining agreement(s);

WHEREAS, the Commission and each employee who participates in the Plan pay a share of the premiums, which varies by the classification and/or bargaining unit of the employee, for enrollment in the various benefits included in the Health Plan on a bi-weekly pay period basis and such payments are accounted for in the M-NCPPC Group Insurance Fund ("Fund");

WHEREAS, the Commission approved Resolution 18-08, *Adoption Of The Collective Bargaining Agreement For Service/Labor, Office And Trade Units*, which includes a provision that allows the Commission to implement a pay period premium payment holiday ("Holiday") in the event that the Fund's reserve balance exceeds a threshold of ten (10) percent (the "Threshold") and certain other conditions are met;

WHEREAS, the Fund's reserve balance, as determined by the Commission's review of the reserves in June 2018, currently exceeds the Threshold and is expected to exceed the Threshold at the time of the Commission's June 2019 review of the Fund reserves;

WHEREAS, the Commission finds it prudent and appropriate to implement one (1) Holiday in Fiscal Year 2020, during which the premiums for the medical plans and the prescription drug plan will not be deducted from employees' pay checks or require the payment of the employer portion of the premiums to be transferred into the Group Insurance Fund;

WHEREAS, the Secretary-Treasurer has projected that implementation of the one (1) Holiday would result in the use of approximately \$1.3 million of the Fund's excess reserves;

WHEREAS, the Secretary-Treasurer has projected that the Fund's reserve balance after the implementation of the one (1) Holiday will remain above the Threshold;


WHEREAS, the Commission acknowledges that Commission and M-NCPPC Employees' Retirement System ("ERS") employees who participate in the Plan but are not in the Service/Labor, Office and Trade Bargaining Units have also contributed to the excess reserves in the Fund and desires to treat such employees equitably by implementing the one (1) Holiday for all M-NCPPC and ERS employees that are enrolled in the medical and prescription plans and that are employed at the time the Holiday takes effect; and

WHEREAS, the exact date of the Holiday and applicable pay period shall be determined at a later date by the Executive Director and, employees shall be notified of such at least thirty (30) calendar days prior to the pay date of the Holiday.

NOW, THEREFORE BE IT RESOLVED that the Maryland-National Capital Park and Planning Commission hereby approves the implementation of one (1) Group Insurance Plan Premium Holiday for the medical and prescription plans in Fiscal Year 2020 for the employees' identified above; and

BE IT FURTHER RESOLVED that the Maryland-National Capital Park and Planning Commission does hereby authorize the Executive Director and other Officers to take action as may be necessary to implement this resolution.

APPROVED AS TO LEGAL SUFFICIENCY


5/21/19

CERTIFICATION

This is to certify that the foregoing is a true and correct copy of Resolution No. 19-04 adopted by the Maryland-National Capital Park and Planning Commission on motion of Commissioner Dreyfuss, seconded by Commissioner Doerner, with Chair Hewlett, Vice-Chair Anderson, Commissioners Bailey, Cichy, Doerner and Dreyfuss voting in favor of the motion, with Commissioners Fani-Gonzalez, Geraldo, Patterson and Washington being absent from the meeting held on Wednesday, June 19, 2019 at the Montgomery Regional Office Auditorium in Silver Spring, Maryland.



Anju A. Bennett
Acting Executive Director