

RESOLUTION NO. 19-08-014

SPONSORED BY: Commissioner Anderson; Commissioner Carver; Commissioner Crowe;
Commissioner Hammontree

**A RESOLUTION TO ADOPT A RETIREE MEDICAL COST SHARING STRATEGY FOR EMPLOYEES HIRED ON
JANUARY 1, 2020 AND THEREAFTER**

WHEREAS, the Blount County Human Resources Committee and Insurance Committee met on the 16th day of July, 2019; and made the recommendation to implement a retiree medical cost sharing strategy for employees hired on January 1, 2020 and thereafter;

WHEREAS, current retirees and/or their dependents, who eligible to participate in the Blount County medical plan, pay the same premium as active employees;

WHEREAS, the benefits provided under the retiree medical plan are identical to the medical and prescription drug benefits provided to active employees;

WHEREAS, employees hired full-time on January 1, 2020 and thereafter, will follow the new cost sharing strategy as follows:

PLAN COVERAGE	<u>Employer</u>	<u>Employee</u>
• Employee Only	50%	50%
• Employee + Spouse	50%	50%
• Employee + Child(ren)	50%	50%
• Family	50%	50%

WHEREAS, the eligibility requirements for retiree health coverage shall remain the same;

WHEREAS, the approval of the recommended retiree medical cost sharing strategy is necessary to stay current with the national medical trend and is necessary to help control costs for the Blount County health plan;

NOW, THEREFORE BE IT RESOLVED by the Board of County Commissioners of Blount County, Tennessee, assembled in regular session this 15th day of August, 2019, that upon retirement Blount County shall contribute 50% of the retiree medical premium cost for employees hired full-time on January 1, 2020 and thereafter, is hereby approved.

BE IT FURTHER RESOLVED THAT THIS RESOLUTION TAKE EFFECT FROM AND AFTER ITS PASSAGE, THE PUBLIC WELFARE REQUIRING IT; AND THAT ANY PRIOR RESOLUTION TO THE CONTRARY IS HEREBY DECLARED VOID.

CERTIFICATION OF ACTION

ATTEST

Chairman

County Clerk

Approved: _____

Vetoed: _____

_____	_____
County Mayor	Date