

LM 12/16/2020  
RAM

**RESOLUTION OF THE BOARD OF COMMISSIONERS  
OF DAUPHIN COUNTY, PENNSYLVANIA  
REGARDING EARLY RETIREMENT OFFERING**

**RESOLUTION NO. 30-2020**

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 are not eligible for health care continuation benefits upon retirement; and

WHEREAS, the condition of County finances through the 2020 pandemic gives cause for the commissioners to make this 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 December 16, 2020 to May 31, 2021; 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.

WHEREAS, the fact that the pandemic and related financial concerns have not fully resolved, the Commissioners require the discretion to extend this offer beyond May 31, 2021 for essential employees required for the continuity of operations.

NOW THEREFORE, be it resolved as follows:

1. During the five and one half (5 1/2) month period running from December 16, 2020 to May 31, 2021, 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 (hereinafter referred to as "employees"), 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 membership 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, spouse and eligible dependents, if applicable;
  - Insurance benefits will continue for a maximum of ten (10) continuous years from the date of retirement or unless the employee or spouse becomes eligible for Medicare coverage. The insurance coverage will continue for the employee, spouse and eligible dependents who are not eligible for Medicare coverage;
  - Benefits under this Plan will end if the employee, spouse or eligible dependents are or become eligible for health care insurance benefits with the County;
  - The employee, spouse and eligible dependent 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.
4. Employees who have 20 years of membership service but have already attained the age of 65 will not be offered health care benefits insurance coverage. If such individual retires from December 16, 2020 to May 31, 2021, the employee will receive a one-time lump sum payment of \$5,000.00. This payment will be processed to the employee along with their final paycheck and will not be subject to pension but will be subject to applicable taxes and withholdings in accordance with County's standard policies.
5. Employees who have 20 years of membership service and do not otherwise qualify under section 2 above will not be offered health care benefits insurance coverage. If such individual retires from December 16, 2020 to May 31, 2021, the employee will receive a one-time lump sum payment of \$5,000.00. This payment will be processed to the employee along with their final paycheck and will not be subject to pension but will be subject to


applicable taxes and withholdings in accordance with County's standard policies.

Duly adopted this 16 day of December, 2020.

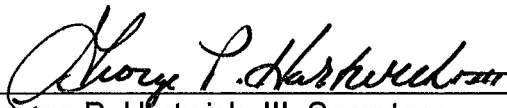
ATTEST:

DAUPHIN COUNTY  
BOARD OF COMMISSIONERS

  
\_\_\_\_\_  
Chad Saylor  
Chief Clerk/Chief of Staff

  
\_\_\_\_\_  
Jeff Haste, Chairman

  
\_\_\_\_\_  
Mike Pries, Vice Chairman

  
\_\_\_\_\_  
George P. Hartwick, III, Secretary