

December 31, 2018

The Board of County Road Commissioners met at 10:00 a.m. for a special meeting at 1250 S. M-33 West Branch, Michigan

Members present: Chairman Van Sheltroun, Commissioners Mark Williams and Dan Winter, Managing Director Pat Reinke and Board Clerk Brandy Curtis

Guests: Klint Marshall, Commissioner Elect; Bill Laney, United Steelworkers Representative; Luke Wilkins and Dave Coates, United Steelworkers Union Negotiation Committee; Bruce Reetz, Ogemaw County Commissioner; Dale Bronson, Richland Township Supervisor; Dave Ryan, Mills Township Supervisor; Tom Kartes and Keith Trout, retired OCRC employees; George Fabera, Logan Township Resident

Chairman Sheltroun called the meeting to order at 10:00 a.m. to discuss commissioner retiree health care insurance.

Motion by Sheltroun, supported by Winter, to authorize changing the Health Care Continuation Policy to state Commissioners who have completed two terms (12 years) will be allowed the opportunity to purchase health care coverage upon their retirement at their expense from the ages of 55-65. Motion carried by the following roll call vote: Ayes: Winter, Williams, Sheltroun. Nays: None. Motion carried.

#### **Health Care Continuation Policy**

All full time employees and commissioners are entitled to paid health care coverage while employed.

All employees, upon retirement, will receive paid health care coverage for former employee only from age 55 to 65 according to their contract (currently with 25 years of service). Employees may opt to continue coverage after 65 at their expense.

Office employees without contracts are entitled to paid health care insurance upon retirement from age 55 to 65 as described in the above paragraph, with the exception of those employees covered by the minutes of December 20, 2000.

Commissioners who have completed two terms (12 years) will be allowed the opportunity to purchase health care coverage upon their retirement at their expense between the ages of 55 and 65.

Current workers, including commissioners, have the option to receive compensation in lieu of health care benefits while employed, if they have alternative coverage.

Current Blue Cross rules state that employee must be in the active employee group policy to be allowed to transfer into the retiree group. Therefore, the employee receiving compensation in lieu of coverage must be placed in the active group during open enrollment prior to retiring to be eligible for retiree health care benefits.

An exception to the above rule is that if the qualifying employee retires with other health care coverage and subsequently loses that coverage he/she may return to the retiree group as of the date the other health insurance is no longer available to him/her. (Verification of loss of coverage will be required).

If employee leaves employment for the purpose of retiring and has 15 years of service, but is not in the age 55 to 65 window for paid health care benefits, he/she may continue coverage for him/herself, spouse, or family at their expense.

Working employee's spouse and family have option to continue coverage at their expense upon death of employee according to the current COBRA requirements.

Retiree's spouse and/or minor dependents have option to continue health care coverage after death of retiree at their expense.

It will be the responsibility of the individual to report changes in status to the office personnel on a timely basis.

Public comment was received.

There being no further business, Chairman Sheltroun adjourned the meeting at 10:25 a.m.

Signed: \_\_\_\_\_  
Van Sheltroun, Chairman

Countersigned: \_\_\_\_\_  
Brandy Curtis, Board Clerk