



# Albemarle County

## Executive Summary

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**File #:** 17-333, **Version:** 1

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**DATE:** 5/10/17

**TITLE:** Personnel Policy Amendment

**SUBJECT/PROPOSAL/REQUEST:** Consideration of amending Personnel Policy § P-63

**ITEM TYPE:** Regular Action Item

**STAFF CONTACT(S):** Walker, Blair, Gerome, Cloutier

**PRESENTER (S):** N/A

**LEGAL REVIEW:** Yes

**REVIEWED BY:** Douglas C. Walker

**BACKGROUND:** The County currently allocates employer contributions toward employee health insurance premiums on a “flat” basis, regardless of which tier of health insurance coverage (e.g., individual only, individual plus family, etc.) an employee elects. Under current VERIP (Voluntary Early Retirement Program) policy, eligible retirees receive an employer contribution toward their health insurance that is equivalent to that of full-time active employees. VERIP-eligible retirees participating on the health insurance plan may use that contribution toward the cost of their coverage, or they may receive the contribution as a cash payment. The maximum duration of that payment is five years.

In preparation of the County’s upcoming move to a tier-based employer contribution schedule (October 2018), employer contributions to eligible retirees participating in VERIP will require policy clarification, as there will no longer be one flat contribution amount toward all tiers of health insurance premiums.

A cross-divisional team representing Local Government and School employee stakeholders developed recommendations to address this situation.

**STRATEGIC PLAN:** Quality Government Operations: Ensure County government’s capacity to provide high quality service that achieves community priorities.

**DISCUSSION:** The attached Resolution (Attachment A) includes a proposed amendment to Personnel Policy § P-63 to set the monthly VERIP employer contribution toward health insurance at a maximum of seven hundred and twelve dollars (\$712) for those taking the contribution as a cash payment. The \$712 monthly amount is the current amount provided to VERIP-eligible retirees who elect to receive the cash payment. Any amendment to the \$712 monthly cash payment amount would require Board action. VERIP-eligible retirees participating on the County’s health insurance will continue to pay premiums equivalent to that of active full-time employees.

**BUDGET IMPACT:** There is no budget impact.

**RECOMMENDATION:**

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Staff recommends that the Board adopt the attached Resolution (Attachment A) to amend Personnel Policy § P-63.

**ATTACHMENTS:**

A - § 63 Resolution