

**THE CHARTER TOWNSHIP OF GARFIELD
GROUP INSURANCE PLAN
ORDINANCE NO. 52**

An Ordinance to create and establish a Township Group Insurance Plan covering health, hospitalization, medical, and surgical service and expense and accident insurance for certain classes of Township officials and employees and their dependents, and to authorize the Township Supervisor and the Township Clerk to contract, in the name of the Township, for such plan; to define those classes of officials and employees who shall be covered by such group insurance plan; to set forth the respective responsibility to contribute to the premiums or charges arising under such group insurance plan between the Charter Township of Garfield and the officials and employees, and further provide for the deduction of contributions from officials' and employees' compensation; to provide a method for non-coverage of an official or employee of the group insurance plan; to ratify and confirm the validity of any group insurance plan in existence on the effective date of this Ordinance; and to repeal all ordinances or parts of ordinances in conflict herewith.

Section 1. Title. This Ordinance shall be known and cited as the "Garfield Township Group Insurance Plan Ordinance."

Section 2. Definitions.

- 2.1 "Dependent" shall be defined as the child(ren) of the insured employee/Township Official; as that term is defined in Internal Revenue Code § 152.
- 2.2 "Full-Time Employee" shall be defined as any employee or Elected Official of the Charter Township of Garfield who is regularly scheduled to work at least 37 hours per week.
- 2.3 "Spouse" shall mean the husband or wife of the insured employee/Township Official pursuant to a marriage that is recognized as a legal union in the State of Michigan.
- 2.4 "Township" shall refer to the Charter Township of Garfield, located in Grand Traverse County, Michigan.

Section 3. Establishment of Group Insurance Plan. Pursuant to Public Act 77 of 1989, the Township of Garfield hereby creates and establishes a group insurance plan covering health, hospitalization, medical, and surgical service and expense and accident insurance of its Elected Officials and Full-Time Employees enumerated herein, and their Spouse and Dependents, and for such purposes, also hereby authorizes the Township Supervisor and the Township Clerk to contract, in the name of the Township Board,

subject to approval of the Township Board, with any company authorized to transact such business within the State of Michigan, for such group insurance policies.

Section 4. Coverage.

4.1 Current Employees and Elected Officials. The group insurance plan created, established, and contracted for under this Ordinance shall cover each Full-Time Employee of the Township, as well as its Elected Officials, as those terms are defined in Section 2, for the period of time that said Full-Time Employees are employed on a full-time basis by the Township and said Elected Officials are serving a term of office for the Township. Such coverage shall also include the Spouse and Dependents of those persons.

4.2 Retirees. Upon termination of employment or termination of elected office with Garfield Township, no employee, elected official, appointed official, or trustee of Garfield Township shall be eligible to participate in any Township group insurance plan, health reimbursement arrangement, or any other form of group insurance plan sponsored by the Township once that individual ceases employment with the Township. Notwithstanding the foregoing, the contractual obligations agreed to by the Township pursuant to its collective bargaining agreement with Teamsters Local No. 214, State, County, and Municipal Workers relating to health insurance coverage for retirees shall be met in full.

Section 5. Township Contribution: The Township shall, during its annual budget process, annually establish the amount of the annual contribution paid by the Township toward the premium or charges under its group insurance plan. The amount of premium paid by the Township may vary from year to year, and the Township may choose to pay varying amounts of premiums for its Full-Time Employees as compared to its Elected Officials. Notwithstanding the foregoing, the contractual obligations agreed to by the Township pursuant to its collective bargaining agreement with Teamsters Local No. 214, State, County, and Municipal Workers, relating to payment of health insurance premiums for full-time employees shall be met in full.

Such Township contribution shall be secured from the general fund of the Township. Each eligible Employee and Township Official shall be responsible to pay the remainder of the premium or charges, if any, not paid for by the Township, and the Township Clerk is hereby authorized to deduct the same from such person's pay, salary, or compensation to apply to such person's responsibility. Any person required by this

Ordinance to make contributions to be covered and who desires not to be so covered, shall give written notice to the Township Clerk that he/she desires not to be insured or covered, and if the notice is received before the person has become insured or covered under the contract, he/she shall not be covered there under. If the notice is received after the individual has become insured or covered, his/her coverage under the contract shall cease as provided for in the contract.

Section 6. Validity of Services and Insurance. The Township hereby ratifies and confirms the validity of any health, hospitalization, medical, and surgical service and expense, and accident insurance, or any one or more of such forms of insurance in existence on the effective date of this Ordinance.

Section 7. Repeal of Prior Ordinances. All ordinances or parts of ordinances of the Township in conflict with this Ordinance are hereby repealed.

Section 8. Amendment. The Township reserves the right to change, amend, or terminate the health insurance coverage provided pursuant to this Ordinance at any time.

Section 9. Effective Date. This Ordinance, or a summary thereof, shall be published in a newspaper of general circulation within the Township within 30 days of the date that it is passed, and shall take effect on the day following its publication.

Upon roll call vote, the following voted:

YEAS: Chuck Korn, Molly Agostinelli, Kit Wilson, Kay Schumacher, Bob Featherstone, Denise Schmuckal, Jeane Blood

NAYS: None

ABSTAIN: None

ABSENT: None

I hereby certify that the foregoing was duly adopted by the Township Board of the Garfield Charter Township, Grand Traverse County, Michigan, at its regular meeting on the 26th day of February, 2009 that of (7) Seven members of the Township Board were in attendance and (7) Seven voted for the adoption of the Ordinance.



Kay Schumacher, Clerk

THE CHARTER TOWNSHIP OF GARFIELD

Charles Korn, Supervisor

Kay Schumacher, Clerk

3848 Veterans Drive

Traverse City, MI 49684

Introduced: February 12, 2009

Adopted: February 26, 2009