

RESOLUTION

NO: 2021-09-151

LIVINGSTON COUNTY

DATE: September 27, 2021

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**Resolution to Modify the Non-Union Employees, Elected Officials, Commissioners, and Judges Benefit Plans for 2022 Fiscal Year – Human Resources**

**WHEREAS,** Livingston County has historically taken proactive measures to impact utilization of healthcare services including a wellness program, employee cost sharing at point of service, and low \$2 generic drug costs; and

**WHEREAS,** in order to continue to have maximum impact on utilization of healthcare services, Livingston County will continue to utilize Healthcare Bluebook, an online healthcare pricing tool, and Blue Cross Blue Shield's licensed Michigan telemedicine provider and continue a high deductible health plan coupled with a health savings account, as options for employees; and

**WHEREAS,** CIGNA, Livingston County's provider for life insurance, short- and long-term disability and other voluntary benefits provider, has agreed to an extension for two (2) additional years of our current rates. Therefore, Livingston County Administration is recommending continuing to contract with CIGNA for life insurance, short- and long-term disability coverage and other voluntary benefits offered through the County flexible spending plan; and

**WHEREAS,** should the IRS employee contribution limits for \$125 flexible spending and limited purpose flexible spending, dependent care, or health savings accounts increase to allow employees to increase their voluntary salary reduction, Livingston County will allow for the maximum contribution allowed under law; and

**WHEREAS,** the Board of Commissioners took action via Resolutions #2011-12-321, #2012-10-282, #2013-12-353, #2014-10-294, #2015-11-230 #2016-11-192, #2017-11-180, #2018-10-185, 2019-09-148, and #2020-09-225 to exempt the County from the employee premium sharing contributions required under 2011 PA 152 and all of the six (6) collective bargaining agreements require 10% and 20% employee premium sharing, depending on date of hire.

**THEREFORE BE IT RESOLVED** that the Livingston County Board of Commissioners hereby authorizes the Human Resources Department to make the following modifications to the non-union employees, elected officials, and judges health plan and other benefits for 2022:

1. Benefit changes effectuated by Resolutions #2020-09-225, #2019-09-148, #2019-08-121, #2018-10-165, #2017-11-180, #2016-11-192, #2015-11-230, #2014-10-294, #2013-12-353, #2012-10-282, #2011-10-276, #2010-10-277, #2009-08-266 and #2009-10-316 shall remain in full force and effect.
2. The wellness program for regular non-union employees, elected officials, and judges approved in Resolution #2012-09-250 shall continue for the 2022 benefit year.
3. Livingston County shall continue to contract with CIGNA for life insurance, short- and long-term disability coverage as well as other voluntary benefits offered through the County flexible spending plan at the current 2021 rates for a two year period ending not sooner than December 31, 2023.

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**BE IT FURTHER RESOLVED** that acting pursuant to the authority granted to a County under Section 8 of Act 152 of 2011, the Livingston County Board of Commissioners hereby exempts Livingston County from the requirements of 2011 P.A. 152 for the medical benefit plan coverage year 2022 (January 1, 2022 through December 31, 2022).

**BE IT FURTHER RESOLVED** that the interpretation and operation of the benefits outlined above are within the sole discretion of the Livingston County Board of Commissioners and the benefits outlined above may be added to, expanded, reduced, deleted, or otherwise modified by the County Board and such modifications shall be solely within the discretion of the Livingston County Board of Commissioners.

**BE IT FURTHER RESOLVED** that the Chair of the Livingston County Commissioners is authorized to sign any and all documents needed to effectuate these changes, after approval as to form by civil counsel.

**BE IT FINALLY RESOLVED** that this resolution supersedes all previous resolutions that would apply to the benefits plan for non-union employees, elected officials, and judges.

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**MOVED:**

**SECONDED:**

**CARRIED:**