

## **Torch Lake Township**

### **Benefits/Group Insurance Plan Ordinance, Effective May 31, 2018**

**as Amended No. 2018-07, Effective July 26, 2018,**

Approved by the township board on July 17, 2018

An ordinance to create and establish the following:

1. A Torch Lake Township Group Insurance Plan that may cover, health, hospitalization, medical and surgical service and expense, accident insurance, short and long-term disability insurance, health savings plans, and a cell phone stipend for certain classes of Township officials and employees and their dependents, as determined by the township board.
2. To authorize the Township Supervisor and the Township Clerk to contract in the name of the Township for such plan,
3. To define those classes of officials and employees who shall be covered by such Group Insurance Plan,
4. To set forth the process and conditions for the determination of respective percentages which the Township officials and employees shall contribute to the premium or charges arising under such Group Insurance Plan,
5. To provide for the payroll deduction of contributions, if any, from officers' and employees' compensation,
6. To establish the time at which existing and future employees shall become eligible for a plan,
7. To provide a method for non-coverage of an official or employee of the plan,

8. To ratify and confirm the validity of any plan in existence on the effective date of this ordinance, and
9. To repeal all ordinances or parts of ordinances in conflict herewith.

THE TOWNSHIP OF TORCH LAKE, ANTRIM COUNTY, MICHIGAN,  
ORDAINS:

**Section I**

This ordinance shall be "known and cited as the "Torch Lake Township Group Insurance Plan Ordinance."

**Section II**

Pursuant to Section 110b of Public Act 77 of 1989, as amended, (MCL 41.110b), the Township hereby creates and establishes a Group Insurance Plan that covers health, hospitalization, medical and surgical services and expenses, accident insurance, long and short term disability income insurance, health savings account insurance for specific employee groups and officials enumerated in Section III below; and, for such purposes, also hereby authorizes the Township Supervisor and the Township Clerk to contract, in the name of the Township Board, with any company authorized to transact such business within the State of Michigan for such group insurance policies. Specific benefits to employee groups will be decided on an annual basis by the township board.

**Section III**

The Group Insurance Plan created, or parts thereof established and contracted for under this ordinance shall cover the following classes of employees:

## Individual Health Insurance

1. All persons who average 40 hours (full time) or more per week
2. Medicare Advantage Plan for persons over the age of 65 and who are on Medicare Part A and B.
3. A monthly stipend, determined annually by the township board during the budgetary process for persons eligible for the individual health insurance but choose not to take it.

## Cell Phone Quarterly Stipend

Elected Officials and Department Heads\*

## Health Savings Accounts

Elected Officials and Department Heads\*

## Short and Long- term Disability

Fire Department and EMS personal

## Accidental Death and Dismemberment Insurance

All Hourly Employees and Salaried Officials

\*Township Board, EMS Director, Fire Chief, Crossed Trained Personnel, Zoning Administrator, Maintenance Director

## **Section IV.**

The Township shall annually contribute 85 percent of the portion of the premium or charges arising for those eligible for **individual** health care insurance within the class of persons enumerated in Section III hereof. This percentage will be determined annually during budget deliberations as part of the employee wage and benefit considerations for the following fiscal year. This will also include any stipends for employees who qualify but choose not to participate in the health insurance part of the Plan. Such Township contributions shall be secured as appropriated from the General Fund, the EMS Fund and the Fire Fund of the Township from which the position is budgeted. Each person within such class shall be responsible for 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 in this ordinance to make contributions to the coverage, 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. If the notice to not participate is received before the person has become insured or covered under the contract, he/she shall not be covered under the contract. If the notice to not participate is received after the individual has become insured or covered, his/her coverage under the contract shall cease as provided for in the contract.

New employees will become eligible for the Plan based on the insurance contracts standard procedure for new employee participants.

### **Section V**

The Township hereby ratifies and confirms the validity of any individual health, hospitalization, medical and surgical service and expense, accident insurance, and long and short- term disability income insurance coverage, health savings plans, or any one or more of such forms of insurance in existence on the effective date of this ordinance.

### **Section VI**

All ordinances or parts of ordinances in conflict herewith are hereby repealed.

### **Section VII - Validity**

If any section, provision or clause of this Ordinance or the application thereof to any person or circumstance is held invalid, such invalidity shall not affect any remaining portions or application of this Ordinance which can be given effect without the invalid portion or application.

**Section X - Effective Date**

This Ordinance shall become effective thirty (30) days after being published in a newspaper of general circulation within the township.

Ordinance No. 2018-\_\_ was adopted on the \_\_\_\_ day of \_\_\_\_, 2018, by the Torch Lake Township Board as follows:

Motion by: \_\_\_\_\_ Seconded by: \_\_\_\_\_

Roll Call: Martel: \_\_\_ Windiate: \_\_\_\_\_ Schultz: \_\_\_\_\_ Cook \_\_\_\_\_  
Petersen \_\_\_\_\_

\_\_\_\_\_  
Kathy Windiate, Clerk

\_\_\_\_\_  
Alan A. Martel, Supervisor

I certify that this is a true copy or of Ordinance No. #2018-\_\_ that was adopted at a meeting of the Torch Lake Township Board on \_\_\_\_\_, 2018 and it or a summary was published in the \_\_\_\_\_ on \_\_\_\_\_, 2018.

Dated: \_\_\_\_\_