

**INGHAM COUNTY, MICHIGAN  
VEVAY TOWNSHIP  
ORDINANCE NO. 46.06  
ADOPTED:  
September 15, 2021  
PREAMBLE**

3.000

AN ORDINANCE TO AMEND VEVAY TOWNSHIP FRINGE BENEFITS ORDINANCE TO AMEND THE PROVISION OF HEALTHCARE, DEATH BENEFITS AND PENSION; TO ESTABLISH AN EFFECTIVE DATE OF THIS ORDINANCE; AND TO REPEAL ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HEREWITH.

THE TOWNSHIP OF VEVAY, INGHAM COUNTY, MICHIGAN ORDAINS:

3.001

**Section 1. Short Title.**

This Ordinance shall be known and Cited as the *Vevay Township Employee Healthcare, Death Benefit, and Pension Ordinance*.

3.002

**Section 2. Purpose; Authority.**

The Township Board established Group Health Insurance Plans for its various classes of employees and officers on July 9, 1998 and the Township has funded such plans annually ever since their establishment. This Ordinance amends the Vevay Township Fringe Benefits Ordinance to redefine the class of eligible positions entitled to certain benefits as provided for by this Ordinance pursuant to Section 110b of Public Act 77 of 1989, as amended, (MCL 41.110b). The Township hereby authorizes the Township Supervisor and 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.

3.003

**SECTION 3. Benefits; Eligible Classes Defined; Notice for Non-Coverage.**

- A. Group Health Insurance Plan.** Provided that eligibility requirements of the Township's respective Plans for Benefits and Coverage are met, the Group Health Insurance Plan(s) created, established and contracted for by the Township shall cover each person within the following classes of officers and employees:

1. Supervisor, Clerk and Treasurer, (i.e., “Officers”) and
2. Full-time employees regularly working 30 hours per week or more.

The Township shall contribute that portion of the premium or charges arising under such group insurance contracts for each eligible person within the classes enumerated in Section 3(A). Such Township contribution shall be secured from the appropriate funds of the Township applicable to the respective employees. Each person within such class shall be responsible for the remainder of the premium or charges not approved to be paid for by the Township, and the Township Treasurer is hereby authorized to deduct the same from such person’s pay, salary or compensation to apply to such person’s share of the premium. Officers and employees may elect to forego coverage under the Group Health Insurance Plan for a cash-in-lieu stipend, such amount as determined by Township Resolution.

The Township of Vevay shall contribute 50% of that portion of the premium arising under such Group Health Insurance Plan for each person within the class of officers and employees enumerated in section 3(A) hereof for each employee who is employed on the effective date of the Group Health Insurance Plan and has completed at least sixty (60) days of regular employment, until eligible officers or employees are no longer elected, appointed or employed by the Township, or become Medicare eligible, then said employee's or officer's Group Health Insurance Plan medical coverage shall cease, except as provided under COBRA. Medicare eligible employees or officers are eligible for a cash-in-lieu stipend, such amount as determined by Township Resolution.

**B. Death Benefit; Life Insurance.** Provided that eligibility requirements of the Township’s respective Plans for Benefits and Coverage are met, a death benefit in the form of life insurance, such amount as determined by Township Resolution, for by the Township shall cover each person within the following classes of officers and employees:

1. All members of the township board
2. Full-time employees regularly working 30 hours per week or more.

The Township of Vevay shall contribute one hundred per centum (100%) of that portion of the premium arising under such life insurance plan for each person within the class of officers and employees enumerated in section B hereof for each employee who is employed on the effective date of the life insurance plan and that has completed at least sixty (60) days of regular employment.

**C. Pension.** The Township of Vevay shall annually contribute for each person within the class of officers and employees enumerated in section 3(A) hereof to be applied toward the cost of the pension contract. Annual required pension contributions will be an actuarially determined flat monthly dollar amount. This amount is provided in the Annual Actuarial Valuation provided by MERS. Such contributions shall be secured from the general fund of the Township. Each person within a class of officers and employees shall contribute 11.22% of their wages toward the cost of the pension contract and the Township Clerk is hereby authorized to deduct the same from each eligible person's pay, salary, or compensation and to apply the same to such person's responsibility.

Each eligible officer or employee who is elected, appointed or employed on the effective date of the annuity or pension plan shall be eligible for coverage on that day, provided he or she then meets the following requirements, otherwise to be eligible on the first policy anniversary on which he or she qualifies:

1. The qualified individual has completed at ten (10) years of service or employment or vested through another qualifying agency; and
2. is at least sixty (60) years of age.

Each person so covered under the pension plan shall have a vested right or interest in such plan from the date the plan becomes effective for such person.

**D. Notice for Non-Coverage.** Any officer desiring not to receive benefits under this Ordinance and applicable Plan(s) and contracts shall give written notice to the Township clerk that he/she desires not to be covered, and if the notice is received before the person has become covered under the Plan or contract, he/she shall not be covered thereunder. If the notice is received after the individual has become covered, their coverage under the contract shall cease as provided for in the Plan or contract.

3.004

#### **Section 4. Confirmation of Existing Annuity, Pension, Medical and Life insurance Plans.**

The Township hereby ratifies and confirms the validity of every current Group Health Insurance Plan, life insurance and pension plan, or any one or more of such forms of insurance in existence on the effective date of this Ordinance.

3.005

#### **Sec. 5. Reservation of Rights.**

Although the Township intends to continue to provide Plan coverage for its eligible officers and employees, the Township necessarily reserves the right to amend, suspend and/or terminate its Group Health Insurance Plan(s) and the benefits offered by the Township pursuant to this Ordinance and otherwise at any time. This Ordinance, the Plan(s) and benefits identified herein shall not create any right to have the benefits contemplated hereunder continued. notice of a proposed amendment to a Plan which would substantially affect the rights of covered employees and officers and/or termination of the Plan and/or the benefits offered pursuant to this Ordinance shall be provided to each employee or officer receiving coverage, personally or by certified mail return receipt requested. Such notice shall be provided to the last known address of the insured, not less than 30 days prior to action by the Board as to the proposed amendment and/or termination of the Plan or the benefits offered.

3.006

#### **SECTION 6. Repeal.**

All Ordinances in conflict with this Ordinance are to the extent of such conflict hereby repealed.

3.007

**SECTION 7. Severability.**

This Ordinance and the various parts, sentences, paragraphs, sections, subsections, phrases and clauses thereof are declared to be severable and if any of them are adjudged unconstitutional or invalid, it is hereby provided that the remainder of the Ordinance shall not be affected.

3.008

**SECTION 8. Effective Date.**

This Ordinance shall become effective November 1, 2021.

**Previous Amendments:**

46 Original 7-9-1998  
46.01 adopted 11-9-2006  
46.02 adopted 1-5-2009  
46.03 adopted 9-9-2013  
46.04 adopted 1-13-2014  
46.05 adopted 2-12-2018  
46.06 adopted 9-15-2021