RETIREE HEALTH INSURANCE

ALL THE EMPLOYEES THAT HAVE ALREADY REACHED ELIGIBILITY REQUIREMENTS TO RETIRE IN CALENDAR YEAR 2014 BE LEFT AS IT IS NOW.

A PLAN TO PHASE IN THE EMPLOYEES IN THE RETIREMENT PLAN THAT HAVE REACHED THE REQUIRED 8 YEARS TO QUALIFY FOR RETIREMENT:

RECOMMEND A MINIMUM RETIREMENT AGE TO RETAIN HEALTCARE BE PHASED IN AS FOLLOWS-

IF AN EMPLOYEE HAS THE FOLLOWING "YEARS OF SERVICE" DURING THE CALENDAR YEARS LISTED BELOW THE MIMINIUM AGE TO RETIRE WOULD INCREASE EACH YEAR

CALENDAR YEAR	YEARS OF SERVICE	MIMINIUM AGE TO RETIRE				
2015	20	54				
2016	19	55				
2017	18	56				
2018	17	57				
2019	16	58				
2020	15	59				
2021	9-14	60				
2022 AND AFTER	2022 AND AFTER MINIMUM AGE FOR ALL RETIREES WILL BE 60 YEARS OF AGE					

- 1. Will those currently eligible for retirement be allowed to remain under the current policy?
- 2. What is your target minimum retirement age? 55? 58? 60? 62?
- 3. Do you wish to completely eliminate retiree insurance for those that are not grandfathered? (no insurance paid after retirement)
- 4. How many years of service do you feel should be grandfathered?
- 5. Should the County purchase individual Blue Cross type health insurance policy with similar/different coverages for retirees rather than allow them to remain under our self funded plan? (assume the older a person the higher the health care costs)
- 6. Should retirees spouse/family be included in the retiree health insurance benefit? Eliminated? Charged higher cost to retiree?
- 7. Should this change be phased in or changed immediately across the board (based on years of service, age at retirement)?

The attached charts do not include employees that have already met retirement eligibility requirements, regardless of their age. I assumed you would not want to take this away. I have not included employees with less than 10 years service (except for 3 that are right at 60-61 years old.

Last 4	Date of	Date Eligible for	Date of 1st	Age at	Current	Years of
SS Number	Birth	Retirement	Deposit	Eligibility	Date	Service
4323	1/16/1957	7/31/2015	1/1/1999	58.57534247	8/1/2014	15 years, 7 months, 0 days
1888	1/3/1964	8/31/2015	4/1/1992	51.69315068	8/1/2014	22 years, 4 months, 0 days
9613	8/3/1954	9/30/2015	10/1/2007	61.2	8/1/2014	6 years, 10 months, 0 days
5552	9/2/1963	10/31/2015	10/1/1992	52.19726027	8/1/2014	21 years, 10 months, 0 days
3078	6/4/1955	2/29/2016	3/1/2008	60.78082192	8/1/2014	6 years, 5 months, 0 days
5860	9/18/1966	3/31/2016	1/1/1987	49.56712329	8/1/2014	27 years, 7 months, 0 days
7940	12/19/1964	5/31/2016	9/1/1989	51.48219178	8/1/2014	24 years, 11 months, 0 days
4831	11/8/1962	4/30/2018	10/1/1998	55.51232877	8/1/2014	15 years, 10 months, 0 days
6483	12/30/1960	6/30/2020	1/1/2005	59.53972603	8/1/2014	9 years, 7 months, 0 days
7357	11/14/1962	10/31/2020	10/1/2003	58.00273973	8/1/2014	10 years, 10 months, 0 days
2262	11/13/1968	10/31/2021	4/1/2004	53	8/1/2014	10 years, 4 months, 0 days
4909	1/18/1973	11/30/2022	10/1/1997	49.89863014	8/1/2014	16 years, 10 months, 0 days
214	7/15/1969	5/31/2024	3/1/2004	54.91506849	8/1/2014	10 years, 5 months, 0 days
7238	8/5/1969	6/30/2024	4/1/2004	54.93972603	8/1/2014	10 years, 4 months, 0 days
6755	6/12/1979	11/30/2027	4/1/2001	48.50136986	8/1/2014	13 years, 4 months, 0 days
9300	11/25/1979	7/31/2028	3/1/2002	48.71506849	8/1/2014	12 years, 5 months, 0 days
4005	12/15/1979	2/28/2029	4/1/2003	49.24109589	8/1/2014	11 years, 4 months, 0 days
5422	5/8/1980	10/31/2029	3/1/2004	49.51506849		10 years, 5 months, 0 days
2064	1/6/1982	3/31/2030	5/1/2003	48.2630137	8/1/2014	11 years, 3 months, 0 days
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