

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 HEALTHCARE BE PHASED IN AS FOLLOWS-

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

CALENDAR YEAR	YEARS OF SERVICE	MINIMUM 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	MINIMUM AGE FOR ALL RETIREES WILL BE 60 YEARS OF AGE	

Retiree Health Insurance Discussion

August 8, 2014

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.

