

## Retiree Health Benefit Options

8/31/2024

	SCXEA (01, 10 & 14)	SPOA (02)	LOCAL 39 (03, 04, 15, 16, & 17)	LOCAL 522 (05)	BUILDING TRADES BLT (06)	LOCAL 447 (07)	LOCAL 1176 (08)	WCOE (11)	IAM (12)	UNREP (09, 20, 21, 22, & 23)
If enrolled in a non-City <u>GROUP</u> medical plan as a retiree or dependent spouse, <u>ineligible</u> for City contribution toward medical but can still enroll in City dental or vision plan and receive City contribution toward dental or vision.	X	X	X	X	X	X	X	X	X	X
Eligible to receive cash-in-lieu for cost of individual medical plan coverage.	X	X	X	X	X	X	X	X	X	X
Pre-Medicare Retirees: Must re-enroll on a City medical plan within 2 consecutive plan years of waiving City medical coverage.			X							
Pre-Medicare Retirees: Must re-enroll on a City medical plan with an effective date of coverage within 2 years from date their prior City medical coverage terminated.	X	X		X	X	X	X	X	X	X
Retirees and eligible dependents can enroll in dental and vision without regard to the date coverage was waived.	X	X	X	X	X	X	X	X	X	X
To maintain eligibility for the City contribution, retiree must enroll in Medicare Parts A&B, if eligible. Medicare Parts A&B must be maintained for continued coverage & to receive the contribution.	X	X	X	X	X	X	X	X	X	X
Upon enrollment in Medicare Parts A&B, Medicare retirees and their Medicare eligible dependent(s) can enroll in a City medical plan without regard to amount of time waiving prior City medical coverage.	X	X	X	X	X	X	X	X	X	X
Not eligible for retiree health contribution if hired/rehired/reemployed on or after 6/30/2012.	X		X							
Not eligible for retiree health contribution if hired/rehired/reemployed on or after 7/20/2012.										X
Not eligible for retiree health contribution if hired/rehired/reemployed after 6/30/2013.					X		X	X	X	
Not eligible for retiree health contribution if hired/rehired/reemployed after 9/3/2013.		X								
Not eligible for retiree health contribution if hired/rehired/reemployed after 11/15/2014.						X				
Not eligible for retiree health contribution if hired/rehired/reemployed on or after 1/1/2020.				X						
There is no City contribution for retirees with less than ten (10) full years of City service.	X	X	X	X	X	X	X	X	X	X
Retiree can enroll onto the City's health insurance with less than ten (10) full years of service; there is no City contribution associated with the health insurance enrollment.	X	X	X	X	X	X	X	X	X	X
Must retire within 120 days of City separation to enroll in any City retiree health plan or receive the City retiree health contribution.	X	X	X	X	X	X	X	X	X	X

### NOTES:

Refer to labor agreement/Resolution if reinstating from retirement for implication to future eligibility for the retiree health contribution.
If a retiree is married to another City retiree and one passes away, the surviving retiree is entitled to the higher of the 2 retiree health contributions but <u>not both</u> . If the surviving retiree is receiving the spouse's City contribution toward medical, the retiree is not eligible for a spouse contribution of \$65 if he/she remarries unless the surviving retiree returns to his/her own City contribution. (For example, 2 employees, Joe and Mary, are married and both retire. Mary is entitled to \$300/mo. Joe is entitled to \$225. Mary passes away. Joe is entitled to Mary's \$300, but not to \$365 if he eventually remarries. If he remarries, he can remain with the \$300 because it's still greater than his \$273.75 he would be entitled to with his new spouse on the plan.)
A beneficiary (surviving spouse of deceased City retiree) is eligible for up to the additional \$65 in City contribution if covering eligible dependents of the <i>retiree</i> on medical insurance.