

MAY 27 2014

Health Insurance Continuation for Retirement Eligible Employees Who Meet Certain Tenure Requirements

Eligible Employees

- A.** Full Time Regular Employees who, at the time they leave Johnson County employment, are:
- 1) eligible for retirement benefits under Texas County and District Retirement guidelines and
 - 2) have a total of 20 years service with Johnson County of which at least 10 years are continuous service and
 - 3) are covered under the Johnson County group health insurance program at the time of their separation and
 - 4) are not Medicare eligible, OR
- B.** Elected Officials who, at the time they leave Johnson County employment, are:
- 1) eligible for retirement benefits under Texas County and District Retirement guidelines and
 - 2) have a total of 16 years service with Johnson County of which at least 10 years are continuous service and
 - 3) are covered under the Johnson County group health insurance program at the time of their separation and
 - 4) are not Medicare eligible.

County Premium Contribution

The County may contribute all, part, or none of the premium payment. The County's contribution, if any, will be determined annually by Commissioners Court during the County budget process and will be effective on a fiscal year basis.

Dependents Coverage

Coverage for dependents who are not Medicare eligible and who are participants in the County's group health insurance plan at the time of the employee's separation may also be continued. Premiums will be paid for by the retiree and are to be made to the County Treasurer no later than the 10th of each month. In the event of the retiree's death, covered dependents may continue coverage until they become Medicare eligible provided they make required premium payments on a timely basis.

Premiums

If, in the future, Commissioners Court should require retirees on this program to pay all or part of the premium, then such premium payments are to be made to the County Treasurer no later than the 10th of each month. Failure to submit required payments in a timely manner will result in cancellation and discontinued coverage.

Enrollment

Eligible employees must inform the Personnel Office not later than the day on which they leave County employment that they elect to continue coverage under this program. Failure to enroll in this program prior to the last day worked will forfeit the employee's option to continue coverage.

Discontinuation of Coverage

Coverage under this program will be discontinued if any of the following conditions occur:

- a) the retiree or participating dependent becomes Medicare eligible.
- b) the retiree has reached the maximum 3 year coverage time frame limit which will include any insurance coverage paid by Johnson County prior to October 1, 2011.
- c) the retiree drops their coverage or coverage is dropped on a participating dependent. If coverage is dropped, re-enrollment at a later date will not be allowed.
- d) the retiree fails to make any required premium payment in a timely manner.
- e) the County discontinues employee group insurance.
- f) Commissioners Court elects to discontinue this program.

Policy amended by Commissioners Court August 8, 2011, effective October 1, 2011.