AGENDA ITEM
A15

AGENDA PLACEMENT FORM

Send to: ccagenda@johnsoncountytx.org

Date: June 9, 2026

Meeting Date: June 22, 2026

Submitted By: Randy Gillespie

Department: Personnel

Signature of Elected Official/Department Head:

Randy Gillespie

Court Decision:
This section to be completed by County Judge's Office



6.22.2026

Description:

Consideration to approve amended Health Insurance Continuation for Eligible Employees Who Meet Certain Tenure Requirements Policy.

(May attach additional sheets if necessary)

Person to Present: _____

(Presenter must be present for the item unless the item is on the Consent Agenda)

Supporting Documentation: (check one) ☐ PUBLIC ☐ CONFIDENTIAL

(PUBLIC documentation may be made available to the public prior to the Meeting)

Estimated Length of Presentation: _____ minutes

Session Requested: (check one)

☑ Action Item ☐ Consent ☐ Workshop ☐ Executive ☐ Public Announcement

Check All Departments That Have Been Notified:

☑ County Attorney ☐ IT ☐ Purchasing ☐ Auditor

☐ Personnel ☐ Development Services ☐ Facilities Management

Other Department/Official (list) _____

Please List All External Persons Who Need a Copy of Signed Documents In Your Submission Email

Approved in CC on 9/11/2023

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 and/or Johnson County vision plan at the time of their separation (must be enrolled to continue coverage) 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 and/or Johnson County vision plan at the time of their separation (must be enrolled to continue coverage) 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 and/or County's vision 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 1st day 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 1st day 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:

1) the retiree or participating dependent becomes Medicare eligible.
2) 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.
3) 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.
4) the retiree fails to make any required premium payment in a timely manner.
5) the County discontinues employee group insurance.
6) Commissioners Court elects to discontinue this program.

Critical-Illness Supplement Income Benefits for Retirement Eligible Peace Officers Who Meet Certain Tenure Requirements

Eligible Employees

A. Full Time Regular Peace Officer Employees who, at the time they leave Johnson County employment, are:

1) The individual was a peace officer commissioned by an elected or appointed official of Johnson County (ie: Sheriff, Constable, District Attorney, County Attorney, or Fire Marshal);
2) The individual retired from the individual's commission by Johnson County (ie: Sheriff, Constable, District Attorney, County Attorney, or Fire Marshal); and
3) The individual is eligible and receiving their Johnson County retirement benefits from TCDRS.

Benefits of Retired Peace Officer

The County will provide a critical-illness supplement income benefit as set forth in Sections 607.151, 607.152 and 607.153 of the Texas Government Code (which is the lessor of the peace officer's final yearly salary or $100,000.00).

Duration of Coverage

The critical-illness supplement income benefit will be in effect for three (3) years and will cease not later than the third anniversary of the date the peace officer retires.