

RETIREE HEALTH BENEFIT PROGRAM

PURPOSE

The purpose of this program is to provide medical insurance benefits for eligible qualified retirees by acknowledging their long-term commitment and service. Alexander County is referred to as "the County" throughout the document and reserves the right to amend, modify, or terminate this policy at any time.

POLICY

The County will provide medical insurance benefits to qualified retirees comparable to the contracts for all regular employees with the following general requirements:

- A) The employee must retire from Alexander County through the Local Government Employee Retirement System.
- B) Years of service with other local government employers do not count towards eligibility for Alexander County retiree health benefits.

ELIGIBILITY FOR FULL BENEFITS

The County shall continue medical insurance benefits to employees hired before July 1, 2009 for qualifying retirees.

In order to be a qualified retiree, the employee must meet all of the following:

- A) At the date of retirement, the employee either:
 - 1) Occupies a full-time or a part-time with benefits budgeted position, was hired before July 1, 2008, and has completed a minimum of 20 consecutive years of full-time or part-time with benefits employment with the County; or
 - 2) Occupies a full-time position, was hired between July 1, 2008 and June 30, 2009, and has completed a minimum of 30 consecutive years of full-time employment with the County.
- B) Qualified retirees who receive disability retirement benefits approved by LGERS will be provided medical insurance benefits by the County.
- C) When qualified retirees become eligible for Medicare, the County will provide supplemental medical insurance and pharmaceutical coverage only.

ELIGIBILITY FOR REDUCED BENEFITS

The County shall make reduced medical insurance benefits available to the following eligible retirees. The full cost of the insurance will be paid by the retiree at no cost to the County.

In order to be eligible for reduced benefits, the employee must meet all of the following criteria:

- A) At the date of retirement, the employee occupies a full-time or part-time with benefits budgeted position, was hired before July 1, 2008, and has completed a minimum of 15 consecutive years of full-time or part-time with benefits employment with the County;

- B) The premium is paid by the eligible retiree, in full, by the 25th of each month.
- C) Participation will cease at age 65 when said retiree becomes eligible for Medicare.

Adopted: April 21, 2008

Revised: July 2009, May 2015, March 2019, January 2025, January 2026