

MOTION AMENDING TOWN EMPLOYEE HANDBOOK § 807 – HEALTH INSURANCE FOR RETIREES

MOTION M23

MOTION AMENDING TOWN OF LANSING EMPLOYEE HANDBOOK, TO ADDRESS § 807 HEALTH INSURANCE FOR RETIREES RULES FOR TOWN EMPLOYEES

Motion to approve the following amendment to the § 807 of the Town of Lansing Employee Handbook, entitled “Health Insurance for Retirees”, with the effective date of such amendment to be deemed to be January 1, 2024, with such amended § 807 to now be wholly replaced to read as follows:

807 *Health Insurance for Retirees*

Coverage – The Town will make available health insurance coverage to eligible full-time employees and full-time elected officials who retire from the Town. Coverage for dependents of eligible retirees will be provided and made in accordance with the annual summary of premium contributions.

In the event the retiree predeceases the dependents, the dependents may continue health insurance coverage provided they pay the full cost of the premium. Coverage of a dependent at the time of divorce or legal separation is in accordance with plan documents and COBRA requirements.

Eligibility – To be eligible for coverage during retirement, the full-time employee or full-time elected official must be age fifty-five or older at time of retirement, must have at least ten (10) years of continuous full-time service with the Town and must have been enrolled in the Town’s Health Insurance Plan for at least three (3) consecutive years immediately prior to retirement. In addition, the employee or elected official must have applied for and been granted a bona-fide retirement benefit from the New York State Employees’ Retirement System.

In the event an eligible retiree opts out of the Town’s Health Insurance upon retirement, and should a qualifying event take place, the retiree would have a **one-time** opportunity to enroll in the Town Health Insurance.

From the date of retirement until the retired employee or elected official, or eligible spouse or dependent reaches the age of 65, or otherwise attains Medicare eligibility, the retired employee or elected official (and his or her spouse and eligible dependents) remain eligible to participate under the Town’s health insurance policy. When the retired employee or elected official, or any eligible spouse or covered dependent, reaches age 65, or otherwise attains Medicare eligibility, the retired employee or elected official, or any eligible spouse or covered dependent, shall only be eligible for the plan offered by the Town of Lansing for Medicare eligible employees and dependents.

Application – The Town will make available the respective health insurance plan for an eligible retired employee, and eligible elected official and their respective spouse and eligible dependents, as follows:

Health insurance coverage is subject to payment of the retired employee's or elected officials and dependent's share of the premium by the stated deadline.

Coverage of a spouse or dependent at the time of divorce or legal separation is in accordance with applicable plan documents and COBRA requirements.

Coverage(s) – The Town will make insurance policies or plans available upon such terms, coverage deductibles, co-payments, etc., as the Town selects upon an annual basis.

Amendments – The Town may, in and at its discretion, change these plans and benefits at any time, including, but not limited to, revocations or curtailment of coverages, changing the type or amounts of coverage, changing retiree contributions, changing eligibility for dependent and spousal participation, and changing the type of carrier. No coverages, rights or benefits issued, described, or granted hereunder are guaranteed. Further details are available from Human Resources.

For as long as the retired employee, elected official, or any eligible spouse or covered dependent, participates in such Town-sponsored plan, the Town will contribute toward the cost of the health premium. The percentage contribution required by the retiree will be set by the Town Board who will consider the change in premium cost along with the change in deductibles and copays. Eligible retired employee contributions are subject to, if the applicable, post-retirement sick leave credit rules (see generally Section 803), however, all sick leave accrual benefits cease at age 65 and may not be converted to cash, converted to attain any other benefit, or credited towards any premium payments or contributions.