

Retiree Policy – Continuation of Health Insurance Coverage

Retirees who are under the age of 65, not eligible for Medicare coverage, not on Social Security disability and not covered as an active employee under another plan will be eligible to remain on the Health Insurance plan. Retirees can remain covered under the Group Health Plan until they are eligible for Medicare, become eligible for health insurance benefits under another plan, or are on Social Security disability. Retiree coverage will be the same as the active employee group coverage and the retiree will be responsible for paying 100% of the premium for the coverage selected. Retiree coverage is for retirees and their dependents. Retirees must qualify for full PERS (Public Employees' Retirement System of Mississippi) service requirement.

To be eligible for retiree health coverage, an active employee must be enrolled in the Plan within 30 days after retiring. An elected official who does not run for reelection or who is defeated is also eligible for coverage. A retiring employee must enroll for retiree coverage at least 30 days prior to their retirement date to avoid a temporary lapse in coverage. Any retiree on Cobra as of December 31, 2015 is eligible to rollover to the continuation of Health Insurance Coverage. A retiree who returns to full-time employment will be eligible for employer-paid coverage as an active employee.

A retiree wanting to terminate his retiree coverage in the plan must send a written request. The coverage will end at the end of the month in which the written request is received. Coverage will also end if required premiums are not paid by the retiree by the 5th day of the month or if the Health Plan is terminated.

APPROVED
BY MADISON COUNTY
BOARD OF SUPERVISORS

Date 12/21/15
Ronny Lott, Chancery Clerk

By Clark D.C.