

Charlotte County Supplemental Retirement Plan – UPDATED & ADOPTED BY THE BCC EFFECTIVE OCTOBER 1, 2008

Purpose:

To provide a subsidized program for eligible County Retirees to assist in off setting the cost of post retirement health insurance premiums.

Eligibility:

Any retiree who is under 65 years of age and is a current plan participant in the County's Health Plan is eligible. Retirees over the age of 65 who are covered under Medicare or a Medicare Supplement are not eligible. The employee at the time of retirement must have completed 20 years of service with the Board of County Commissioners, Clerk of the Court, Tax Collector, Property Appraiser, Supervisor of Elections, (herein after referred to as the County).

The plan participant must be collecting FRS monthly retirement benefits.

Benefit Coverage:

The coverage offered under this plan will be the plan that is in effect upon the employee's date of retirement. Coverage includes Vision and Dental. Any change in Plan Benefits that occur will apply to the retirees in those plans.

Florida Retirement System Insurance Subsidy:

If a retiree receives or is eligible to receive the health insurance subsidy from FRS, the amount that is included in the retiree's check plus the county's contribution will be applied to the premium cost. Remaining amount is considered the employee's contribution.

Supplement/Benefit:

The monthly supplement will be \$10.00 per each year of service. Minimum of 20 years of service is required (20 yrs x \$10.00= \$200 per month). The maximum monthly benefit

<p>Other Group Insurance:</p>	<p>is \$300.00 per month. This supplement will be deducted from the retiree's health insurance invoice on a monthly basis.</p> <p>Should a retiree be covered by another group health insurance plan or is eligible to participate in another plan, Charlotte County's plan will be secondary on all claims.</p>
<p>Maximum Benefit Duration:</p>	<p>The County Retiree Supplement will cease when the retiree becomes eligible for Medicare. The retiree may continue coverage on the County's Health Insurance Program but the Supplement will no longer be deducted from the premium.</p>
<p>Dependent Coverage:</p>	<p>Dependent coverage may be obtained under this plan; the retiree will be responsible for the payment of the monthly premium for this coverage addition.</p>
<p>Other Retirement Credited Service:</p>	<p>For purposes of this program, credited service from other governmental entities under FRS will not be utilized. Only service with Charlotte County will be considered.</p>
<p>Plan Claims Administration:</p>	<p>The insurance carrier of record will administer any and all claims in this plan.</p>
<p>Effective Date:</p>	<p>The effective date of the plan is 10-1-2008.</p>
<p>Plan Administrator:</p>	<p>The plan administrator is the Risk Manager of Charlotte County and the Insurance Carrier of Record.</p>
<p>Pre- 10/1/2008 Retirees:</p>	<p>The health coverage plan herein discussed shall be offered only to eligible County retirees whose date of retirement was after 10/1/2008. Employees who retired prior to</p>

the effective date of the plan, who currently receive the Supplement, will continue to be covered by the Retiree Supplement Plan that was effective 1/1/2004. Employees who retired prior to 1/1/2004 will not be eligible for either Plan.

The retiree must meet all eligibility requirements and be a participant in the current retiree health insurance plan.