

**Charlotte County Supplemental Retirement
Plan for IAFF Employees
EFFECTIVE JANUARY 23, 2008**

Purpose:

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

Eligibility:

Any IAFF retiree must be under 65 years of age to be 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 Charlotte County Fire/EMS Department. The plan participant must be collecting FRS monthly retirement benefits.

Benefit Coverage:

If the retiree chooses to remain under the County's Retiree Health Program, 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. The retiree may choose to purchase coverage elsewhere and still be eligible for the Subsidy.

Florida Retirement System Insurance Subsidy:

This supplemental benefit will not affect the health insurance subsidy from FRS.

Supplement/Benefit:

The monthly supplement will be \$20.00 per each year of service. Minimum of 20 years of service is required (20 yrs x \$20.00= \$400 per month). Time in the FRS "DROP" Program is not included in the calculation of this benefit. The maximum monthly benefit is \$600.00 per month. If the retiree's health insurance is not with the County, a check will be issued on a monthly basis payable to the retiree. If the retiree is covered under the County's health insurance, the amount of the supplement will be deducted from the monthly invoice. Any overage due will be paid to the retiree and will be handled on an

<p>Other Group Insurance:</p>	<p>individual basis.</p> <p>Should a retiree be covered by another group health insurance plan or is eligible to participate in another plan (ie military insurance), documentation of other coverage will be needed on an annual basis.</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 the County's health plan; the retiree will be responsible for the payment of the monthly premium.</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 under the County's health plan.</p>
<p>Effective Date:</p>	<p>The effective date of the plan is 1-23-2008.</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- 1/23/2008 Retirees:</p>	<p>The Supplemental Retirement Plan shall be offered to all eligible IAFF retirees whose date of retirement is on or after the effective date of this plan. There is no coverage for employees who retired prior to the effective date.</p>