TOWN OF GREENFIELD

HEALTH INSURANCE ELIGIBILITY POLICY FOR CITY RETIREES

POLICY

The City of Greenfield, in accordance with Chapter 32B of the General Laws of the Commonwealth of Massachusetts, does hereby adopt and establish the following rules and regulations governing certain eligibility requirements and administrative guidelines for the City's contributory group health insurance benefit offerings to those qualified individuals who have retired from employment with the City of Greenfield and are receiving a pension from the Greenfield Contributory Retirement System or the Massachusetts Teachers Retirement System.

The Mayor reserves the right to alter, modify, amend and/or eliminate any and all benefits, benefit levels, and plans offered by the City pursuant to Chapter 32B of the General Laws, and also specifically reserves the right to add to, modify, and/or delete any and all provisions of these rules and regulations at any time.

Section 1. Retiree Eligibility

Retired employees of the City who are 65 or over and Medicare eligible (Parts A and B) are prohibited from participating in the City's regular group health insurance plans, as Medicare is to be the primary payer of health insurance costs for employees with Medicare eligibility. Participation in a Medicare-supplemental plan(s) of the city is encouraged, but optional.

Retired employees of the City age 65 or over who are not eligible for Medicare Parts A & B may remain in the City's regular group health insurance plans.

Retired employees of the City under age 65 who are eligible for Medicare Parts A & B at age 65 may remain in the City's regular group health insurance plan until attaining the age of 65.

Upon retirement, eligible individuals may participate in the City's contributory group health benefit plan, to the extent allowed by the insurance providers, and in accordance with all relevant provisions of Section 18 of M.G.L. of c. 32B, provided that they otherwise qualify under M.G.L. c. 32B, and further provided that each of the following criteria applies:

(a) The individual must be eligible for a monthly pension as a retiree with the City of Greenfield or Greenfield Public Schools, and be receiving a retirement allowance in accordance with M.G.L. c. 32 (except as specifically provided in M.G.L. c. 32B, §9). Retired employees who chose a "lump-sum" payment at the time of separation are not eligible to participate in the City's insurance plans.

(b) The individual must be enrolled, or must elect to enroll if not already enrolled, in a group health and/or life insurance plan as of the effective date of their retirement with the City of Greenfield or Greenfield Public Schools.

(c) In the event of a voluntary or involuntary disability retirement that is approved by PERAC or MTRS retroactive to a date from which the application was filed with the

Greenfield Contributory Retirement Board or the MTRS, eligibility for retiree insurance shall be the first of the month following the date of PERAC or MTRS approval. The retiree shall have thirty (30) days from the date the Greenfield Contributory Retirement Board or MTRS notified the now retiree of approval to elect retiree health insurance.

(d) Retired employees who fail to join a group health insurance plan with the City at the time of their retirement will thereafter be deemed ineligible to join a group health insurance plan with the City except as provided for in section (e).

(e) An eligible retiree may enroll in the City's plan within thirty (30) days of a Qualifying Event (loss of coverage due to death of spouse, change in spouse's employment or marital status-divorce, or the retiree's loss of coverage).

(f) All participation in the City's contributory group health insurance must be continuous. If a retiree or spouse cancels their enrollment or becomes ineligible for continued enrollment, they lose all eligibility to participate in the future - they cannot re-enroll at a future date regardless of qualifying event or life changes. The only exception is when a retiree receives a "Waiver of pension or retirement allowance" under M.G.L. Chapter 32, Section 90B. If the Retirement Board grants the waiver, eligibility for participation in group health insurance ends the last day of the retirement period and begins when the waiver is withdrawn.

(g) In accordance with M. G. L. Chapter 32B, Section 18, individuals, their spouses and dependents shall enroll in Medicare health benefits as soon as they are eligible. Failure to fully enroll in Medicare may jeopardize future participation in the City's contributory group health insurance plan.

(h) If a retiree becomes divorced, the ex-spouse is no longer eligible to be covered under the City's group health plan. If a single retiree or a divorced retiree marries, the spouse is not eligible for coverage under the City's contributory group health insurance program.

(i) A retiree of the City of Greenfield and Greenfield Public Schools MUST notify the City within thirty (30) days of any marital status change.

Section 2. Surviving Spouse Eligibility

If an eligible employee dies while an active employee, and the employee meets the requirements for the surviving spouse to receive benefits under the Greenfield Retirement Board or Massachusetts Teachers' Retirement Board rules, that surviving spouse and eligible dependents may continue group health insurance enrollment subject to Chapter 32B, Section 9 1/2 D (accepted by the City 3/4/68). The City's contribution rate for surviving spouses is fifty (50%) percent. Participation may continue as long as the dependents meet all plan eligibility rules and unless/until the surviving spouse remarries. Once the surviving spouse remarries, eligibility for participation ends as of the date of the marriage.

The surviving spouse of a retiree is eligible to continue coverage at the fifty (50%) percent contribution level. A retiree's surviving spouse eligibility ends when the surviving spouse remarries.

Approved:

William Martin, Mayor

Dated: 6-26-15

Dennis Helmus, Human Resources Director