




MEMORANDUM

Date: February 9, 2009

To: Gwyn Hatcher, Director
Human Resources Department

From: C.H. Huckelberry
County Administrator 

Re: **Retiree Health and Dental Insurance**

As you know, the County has always allowed County retirees of pre-Medicare age to continue with County-provided health insurance provided they pay the full premium. This practice has increased our healthcare insurance premiums overall. Hence, it should be discontinued with the new health insurance plan year for those employees who retire after July 1, 2009.

In addition, I understand you are discussing with our insurance carrier a possible separate cost premium for providing health and dental insurance for those employees who have retired and retained County health insurance as opposed to selecting the offered State Retirement health insurance plan.

Please ensure that County employees who may be contemplating retirement are notified of discontinuing the practice of allowing retirees to continue on the County health insurance plan if they retire after July 1, 2009.

Based on state and County health insurance premiums, it would appear that the average monthly savings to a County retiree retaining the County's insurance plans for medical and dental coverage saves the retiring employee over \$3,000 per year. Since we will discontinue this practice for those employees who retire after July 1, 2009, it is important that we advise those employees who will be near or contemplating retirement of this change and that to continue to be in the County insurance medical and dental plan as a retiree they must retire before June 30, 2009.

CHH/jj

c: Martin Willett, Chief Deputy County Administrator
Tom Burke, Finance and Risk Management Director
Thomas House, Budget Manager, Finance and Risk Management