

**SALEM COUNTY IMPROVEMENT AUTHORITY**

**RESOLUTION 2023-44**

**March 9, 2023**

**RESOLUTION OF THE SALEM COUNTY IMPROVEMENT AUTHORITY  
APPROVING AND ADOPTING A RETIREE BENEFITS POLICY**

**WHEREAS**, it has become necessary for the Salem County Improvement Authority (“SCIA”) Board to provide retiree medical health insurance benefits in the form of a reimbursement not to exceed \$500.00 per month toward the purchase of a Medicare Supplemental Plan; and

**WHEREAS**, the implementation of this benefit requires amendment to the SCIA Policy (“Policy”) in accordance with the attached policy;

**NOW, THEREFORE, BE IT RESOLVED** that the SCIA hereby approves and adopts the form and substance of the attached Policy.

**BE IT FURTHER RESOLVED**, that the attached Policy be and the same are hereby made a part of the Salem County Improvement Authority Policy and Procedures Manual.

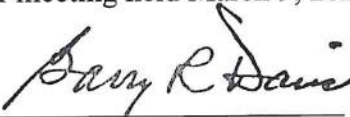
ATTEST:

  
\_\_\_\_\_  
Barry Davis, Secretary

  
\_\_\_\_\_  
Susan Bestwick, Chairperson

**CERTIFICATION**

I hereby certify the above to be a true copy of a resolution adopted by the Salem County Improvement Authority Board at their regular meeting held March 9, 2023.

  
\_\_\_\_\_  
Barry Davis, Secretary

Salem County Improvement Authority  
Policy and Procedures

**Retiree Supplemental Medicare Advantage Plan Benefit**

**Policy #5.1a**

Adopted: 3/9/2023

Revised:

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V. EMPLOYEE BENEFITS

**Retiree Supplemental Medicare Advantage Plan Benefit**

1. Policy

SCIA will provide post-retirement medical health insurance benefits to eligible employees in the form of assisting a former full time employee (“Employee”) in obtaining a Medicare Advantage Plan to supplement the employee’s Medicare Part A and Part B benefits. Employees who qualify under the terms and conditions set forth below will receive assistance in the form of reimbursement from SCIA in an amount not to exceed \$500.00 per month towards the Medicare Advantage Plan as available through the Salem County Retirement Group Plan.

***PLEASE NOTE: THE SCIA RESERVES THE RIGHT TO MODIFY, REVOKE, SUSPEND, TERMINATE, OR CHANGE THIS RETIREE MEDICARE SUPPLEMENTAL PLAN BENEFIT, IN WHOLE OR IN PART, AT ANY TIME WITH OR WITHOUT NOTICE IN ACCORDANCE WITH APPLICABLE LAW.***

**Eligibility Requirements:**

Employee must have been a full time employee with SCIA who qualifies for and has retired through the New Jersey Division of Pensions and Benefits under “PERS” and meets the following applicable criteria:

1. At the time of retirement from employment with SCIA, employee is 55 years of age with 25 years of employment eligibility (as determined below) with SCIA or 60 years of age with 20 years of employment eligibility (as determined below) with SCIA.
2. Employee does not have access to the same or substantially similar supplemental plan, without cost to the employee, through another source.
3. Employee must have enrolled in Medicare Part A and Part B and remain enrolled in Medicare Part A and Part B, in order to qualify for and receive the Salem County Medicare Advantage Group Plan. Proof of such enrollment must be provided to SCIA and the County of Salem upon request.

**Salem County Improvement Authority  
Policy and Procedures**

**Retiree Supplemental Medicare Advantage Plan Benefit**

**Policy #5.1b**

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**Calculating Years of Employment:**

1. Contract Employees: One (1) year of full time employment with SCIA equals two (2) years of employment eligibility for the purpose of satisfying criteria 1 above.
2. Non-contract Employees with less than ten (10) years of full time employment: One (1) full year of employment equals one (1) year of employment eligibility for the purpose of satisfying criteria 1 above.
3. Non-contract Employees upon reaching ten (10) or more years of full time employment with SCIA: One (1) year of full time employment equals two (2) years of employment eligibility for the purpose of satisfying 1 above.

**Benefits:**

1. Employee will receive a reimbursement not to exceed the sum of \$500.00 per month toward the purchase of the Medicare Supplemental Plan as offered and available through the Salem County Retirement Group Plan. Employee must provide proof of enrollment in the Medicare Supplement Plan and is required to provide proof of continued enrollment upon the request of SCIA. Reimbursement is only applicable so long as employee is actively enrolled in a Salem County Medicare Supplemental Plan.
2. Reimbursement applies solely to the actual cost incurred by the Employee for the Medicare Supplemental Plan. The benefit does not extend to a spouse, domestic partner, significant other, child, family member or any other person.
3. Benefit payments begin upon the Employee attaining 65 years of age and the Employee having qualified for and obtained Medicare Part A and Part B benefits and shall continue so long as Employee remains enrolled in Medicare Part A and Part B.
4. The Medicare Advantage Plan benefit shall be obtained and administered through the County of Salem.