

SALEM COUNTY IMPROVEMENT AUTHORITY

RESOLUTION 2023-53

April 13, 2023

**RESOLUTION OF THE SALEM COUNTY IMPROVEMENT AUTHORITY
AMENDING A RETIREE BENEFITS POLICY**

WHEREAS, it has become necessary for the Salem County Improvement Authority (“SCIA”) Board to amend Resolution 2023-44 Adopted on March 9, 2023 providing retiree medical health insurance benefits; and

WHEREAS, it has come to light that the policy adopted on March 9, 2023 provides for reimbursement to the employee for the Medicare Advantage Plan; however the cost of that Plan is not paid by the employee; and

WHEREAS, in addition, SCIA has decided to allow a spouse, domestic partner, or child to participate in the County of Salem Medicare Advantage Plan, Pharmacy and Dental Plans at the sole expense of the employee.

NOW, THEREFORE, BE IT RESOLVED that the SCIA hereby amends 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 April 13, 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: 4/13/2023

Page 1 of 2

V. EMPLOYEE BENEFITS

Retiree Supplemental Medicare Advantage Plan Benefit

1. Policy

SCIA will provide post-retirement medical health insurance benefits to eligible employees, not to exceed \$500.00 per month for the cost of the Part B and Medicare Advantage Plan benefits, 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 be provided with a Medicare Advantage Plan, through the Salem County Retirement Group Plan. Employees will be reimbursed by SCIA for Part B benefits.

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, as of the date of April 13, 2023, (the date of adoption of Resolution 2023-44, thereafter amended by Resolution 2023-53) 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

Page 2 of 2

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 be provided with a Medicare Advantage Plan each month through the Salem County Retirement Group Plan. Employee must provide proof of enrollment in Medicare Part A and Part B and is required to provide proof of continued enrollment upon the request of SCIA.
2. Employee has the option to extend the Medicare Advantage Plan to a spouse. This cost is at the sole expense of the employee.
3. Employee and/or spouse has the option to enroll into the County of Salem's pharmacy and dental plans. This cost is at the sole expense of the employee.
4. Benefits 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.
5. The Medicare Advantage Plan benefit shall be commenced by SCIA and administered through the County of Salem.