

	Town of Plymouth <b>Health Insurance at Retirement Procedure – (in regards to the Home Rule Petition adopted in 2003)</b>
Effective Date	Immediately
Expiration Date	None
Date Last Revised	February 12, 2007 (originally written November 16, 2006)
Town Manager	Signed December 2006, updated version signed May 9, 2007
Selectmen Vote	December 12, 2006; May 8, 2007 (revised policy to replace one accepted in December 2006). IAC support on Wednesday, April 25, 2007.

**The Health Insurance at Retirement Procedure is written to clarify what an employee hired AFTER July 1, 2003, is entitled to, in regards to health insurance, upon retirement from the Town of Plymouth. For all other employees, if they were enrolled in a health or dental plan offered by the town as of July 1, 2003, they are entitled to receive the 90 per cent premium contribution.**

Source:

**The Special Act of the Legislature (“Act”) adopted in 2003 relative to the health insurance of active and retired employees of the Town of Plymouth is intended to allow retired town employees to contribute to their health insurance at the same percentage rate they paid when they were hired. However, the intent of the authors of this Act was to link this benefit to three criteria: (1) the employee must have been enrolled in a Town of Plymouth health or dental plan for at least five years; (2) the employee must have been enrolled in a Town of Plymouth health or dental plan at least five years prior to his/her retirement; (3) the employee must be approved for retirement by the Retirement Board before benefitting from this Act. All three criteria must be realized in order to be eligible for this Act\*.**

Purpose:

To allow employees, eligible for retirement from the Town of Plymouth, to be entitled to receive the same percentage of premium contribution provided by the town on their date of hire, but no greater than 90%.

Eligibility Requirements (all criteria below must be met\*):

- In order to benefit from this Act, an employee must have been enrolled in a Town of Plymouth health or dental plan for at least five years.
- In order to benefit from this Act, an employee must have been enrolled in a Town health or dental plan at least five years before his/her retirement.
- In order to benefit from this Act, an employee must be approved for his/her retirement by the Plymouth Retirement Board.

\*The Patrolmen's Union have a separate MOA dated April 4, 2004, that states that enrollment in a health or dental plan prior to retirement is not an eligibility requirement.