

SECTION 13. BENEFITS - DENTAL INSURANCE

P-13.04-1 CONTINUATION OF GROUP HEALTH AND DENTAL INSURANCE. (Created by Policy Resolution #173 on 1/6/87)

- (a) Any former Kenosha County employee, except an elected official who has at least 15 years of continuous service with the County shall be allowed to continue in the group health and dental plan at their own expense until they reach their standard retirement age (53 for protective employees, 60 for general employees, except elected officials), and that the County will continue its policy of paying the premium cost from the employee's standard retirement age until they turn age 65. Upon the employee reaching the age to be eligible for Medicare, (currently age 65), they may continue in the County's group health and dental insurance programs provided they pay 100% of the premium and the County's insurance is secondary to Medicare. (3/15/94)
- (b) For non-represented employees not covered by the preceding paragraph, the County shall allow retiring non-represented employees to continue in the health and dental insurance at their own expense indefinitely, and upon the retiring non-represented employee reaching the age to be eligible for Medicare (currently age 65), they may continue in the County's group health and dental insurance programs provided they pay 100% of the premium and the County's insurance is secondary to Medicare. (3/15/94)
- (c) Effective October 1, 1999, Kenosha County shall allow a surviving spouse and eligible dependents of a retired general non-represented employee who passed away after retirement and before age 65 to continue on the County's health insurance program. Such continuation shall be contingent upon the surviving spouse contributing 100% of the premium for either single or family coverage for the dependents of the deceased employee only. Said contribution should be made payable to Kenosha County Personnel Division until such time as the surviving spouse becomes eligible for other group medical insurance as a result of employment or re-marriage at which time the County's coverage would cease. When the surviving spouse becomes eligible for Medicare, or other Federal insurance, he/she may continue, if they have remained on the County health plan and provided he/she contributes the entire premium and Kenosha County's health plan would be a supplement to Medicare. (11/9/99)

P-13.04-2 CONTINUATION OF HEALTH AND DENTAL INSURANCE FOR PROTECTIVE SERVICE, NON-REPRESENTED EMPLOYEES. (Created by Policy Resolution #6 on 1/5/93)

Non-represented protective service employees are allowed to receive County-paid health and dental insurance provided they have 15 years or more of continuous service and are between the ages of 53 to 65.

P-13.04-3 CONTINUATION OF HEALTH AND DENTAL INSURANCE FOR FORMER ELECTED OFFICIALS. (Created by Policy Resolution #9 on 3/15/94)

Former elected officials shall be allowed to continue in the

(11/9/99)

County's health and dental insurance program at their own expense indefinitely, and upon the former elected official reaching the age to be eligible for Medicare, (currently age 65), they may continue in the County's group health and dental insurance programs provided they pay 100% of the premium and the County's insurance is secondary to Medicare.

(11/9/99)

SECTION 13. BENEFITS - MEDICAL INSURANCE

P-13.08-1 CONTINUATION OF GROUP HEALTH AND DENTAL INSURANCE. (Created by Policy Resolution #173 on 1/6/87)

- (a) Any former Kenosha County employee, except an elected official who has at least 15 years of continuous service with the County shall be allowed to continue in the group health and dental plan at their own expense until they reach their standard retirement age (53 for protective employees, 60 for general employees, except elected officials), and that the County will continue its policy of paying the premium cost from the employee's standard retirement age until they turn age 65. Upon the employee reaching the age to be eligible for Medicare, (currently age 65), they may continue in the County's group health and dental insurance programs provided they pay 100% of the premium and the County's insurance is secondary to Medicare. (3/15/94)
- (b) For non-represented employees not covered by the preceding paragraph, the County shall allow retiring non-represented employees to continue in the health and dental insurance at their own expense indefinitely, and upon the retiring non-represented employee reaching the age to be eligible for Medicare (currently age 65), they may continue in the County's group health and dental insurance programs provided they pay 100% of the premium and the County's insurance is secondary to Medicare. (3/15/94)
- (c) Effective October 1, 1999, Kenosha County shall allow a surviving spouse and eligible dependents of a retired general non-represented employee who passed away after retirement and before age 65 to continue on the County's health insurance program. Such continuation shall be contingent upon the surviving spouse contributing 100% of the premium for either single or family coverage for the dependents of the deceased employee only. Said contribution should be made payable to Kenosha County Personnel Division until such time as the surviving spouse becomes eligible for other group medical insurance as a result of employment or re-marriage at which time the County's coverage would cease. When the surviving spouse becomes eligible for Medicare, or other Federal insurance, he/she may continue, if they have remained on the County health plan and provided he/she contributes the entire premium and Kenosha County's health plan would be a supplement to Medicare. (11/9/99)

P-13.08-2 CONTINUATION OF HEALTH AND DENTAL INSURANCE FOR PROTECTIVE SERVICE, NON-REPRESENTED EMPLOYEES. (Created by Policy Resolution #6 on 1/5/93)

Non-represented protective service employees are allowed to receive County-paid health and dental insurance provided they have 15 years or more of continuous service and are between the ages of 53 to 65.

P-13.08-3 CONTINUATION OF HEALTH AND DENTAL INSURANCE FOR FORMER ELECTED OFFICIALS. (Created by Policy Resolution #9 on 3/15/94)

Former elected officials shall be allowed to continue in the

(11/9/99)

County's health and dental insurance program at their own expense indefinitely, and upon the former elected official reaching the age to be eligible for Medicare, (currently age 65), they may continue in the County's group health and dental insurance programs provided they pay 100% of the premium and the County's insurance is secondary to Medicare.

P-13.08-4

PREMIUM CONTRIBUTION AND PRE-CERTIFICATION REQUIREMENTS FOR NON-REPRESENTED PERSONNEL AND ELECTED OFFICIALS. (Created by Pol. Res. #10 on 2/20/96)

Non-represented employees and elected officials of Kenosha County who are enrolled in the pyramid insurance plan are required to contribute 8% of the premium effective April 1, 1996. Non-represented employees and elected officials of Kenosha County who are enrolled in the flexible benefit plan are subject to the expanded pre-certification requirements listed as follows:

Participants are required to pre-certify 48 hours in advance for all hospital admissions, non life-threatening use of the emergency room, pre-certify 48 hours in advance for out-patient surgery, and emergency hospital confinement within 48 hours post admission. A penalty of \$50 for failing to obtain proper pre-certification will be administered.

Non-represented employees and elected officials of Kenosha County will receive the opportunity to change from the pyramid plan to the flexible benefit plan or Kenosha Healthcare Partners plan during an open enrollment ending on March 31, 1996.

(11/9/99)