

**FORSYTH COUNTY  
BOARD OF COMMISSIONERS**

MEETING DATE: AUGUST 6, 2020 AGENDA ITEM NUMBER: 18

**SUBJECT: RESOLUTION UPDATING COUNTY INDIVIDUAL HEALTH CARE COVERAGE FOR EMPLOYEES WHO ARE NOT RECEIVING RETIREMENT BENEFITS**

**COUNTY MANAGER'S RECOMMENDATION OR COMMENTS:**

**SUMMARY OF INFORMATION:**

ATTACHMENTS:  YES  NO

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_  
**COUNTY MANAGER**

**RESOLUTION UPDATING COUNTY INDIVIDUAL HEALTH CARE COVERAGE  
FOR EMPLOYEES WHO ARE NOT RECEIVING RETIREMENT BENEFITS**

**WHEREAS** on November 23, 2009, the Forsyth County Board of Commissioners adopted a resolution providing County individual health care coverage to employees who are not receiving retirement benefits pursuant to new legislative authority codified in N.C.G.S. 153A-93;

**WHEREAS** the Resolution provided that beginning on October 1, 2009, Forsyth County will provide health care coverage for all members of the Forsyth County Board of Commissioners desiring such coverage who separate from County service on or after October 1, 2009, having attained at least ten (10) years of service with the County in the capacity of County Commissioner prior to separation from the County, and who are not receiving retirement benefits under the Local Governmental Employees Retirement System, the Law Enforcement Officers Benefit and Relief Fund, the Firemen's Pension Fund, or a retirement plan certified to be actuarially sound by a qualified actuary, subject to compliance by the County and the eligible Commissioners with the applicable provisions of Section 125 of the Internal Revenue Service (IRS) Code relating to open enrollment periods;

**WHEREAS** the Resolution further provided that the members of the Forsyth County Board of Commissioners who are eligible for and desire to receive County individual health care coverage under the above described legislation will pay the same portion of the County health insurance costs that other Forsyth County employees pay for health coverage, and the said Commissioners will continue to be eligible to receive County individual health care coverage up to age 65, at which time the County will provide supplemental health insurance coverage in the form of Medigap Plan J paid entirely by the County, to supplement their Medicare benefits, indefinitely, so long as this remains consistent with applicable law;

**WHEREAS** on June 28, 2010, the Forsyth County Board of Commissioners adopted a resolution replacing Medigap Plan J with Medigap Plan F due to elimination of Medigap Plan J;

**WHEREAS** since the adoption of the June 28, 2010, Resolution, Medigap Plan F Coverage has been eliminated, and County staff recommends to provide supplemental health insurance coverage in the form of a Medigap Plan to supplement Medicare benefits for deductibles and copayments associated with physician and medical services, and hospitalization deductibles, copayments, limited extended hospitalization, and limited skilled nursing facility coverage, so long as it remains consistent with applicable law; and

**WHEREAS** eligible former Commissioners would be responsible for enrolling in and paying for all costs associated with Medicare Parts A and B, and enrolling and paying for the Medigap Plan, and Forsyth County Government will reimburse eligible former Commissioners for the costs of the Medigap Plan premiums, provided that, to be reimbursed, the Medigap Plan chosen by each former Commissioner must be one that is authorized by the North Carolina Department of Insurance to be issued;

**NOW, THEREFORE, BE IT RESOLVED**, by the Forsyth County Board of Commissioners that pursuant to the authority provided in N.C.G.S. 153A-93, Forsyth County

will continue to provide individual health care coverage for all members of the Forsyth County Board of Commissioners desiring such coverage who separate from County service on or after October 1, 2009, having attained at least ten (10) years of service with the County in the capacity of County Commissioner prior to separation from the County, and who are not receiving retirement benefits under the Local Governmental Employees Retirement System, the Law Enforcement Officers Benefit and Relief Fund, the Firemen's Pension Fund, or a retirement plan certified to be actuarially sound by a qualified actuary, subject to compliance by the County and the eligible Commissioners with the applicable provisions of Section 125 of the Internal Revenue Service (IRS) Code relating to open enrollment periods;

**BE IT FURTHER RESOLVED**, by the Forsyth County Board of Commissioners that the members of the Forsyth County Board of Commissioners who are eligible for and desire to receive County individual health care coverage under the above provision will continue to pay the same portion of the County health insurance costs that other Forsyth County employees pay for health coverage, and the said Commissioners will continue to be eligible to receive County individual health care coverage up to age 65, at which time the County will provide supplemental health insurance coverage in the form of a Medigap Plan, paid entirely by the County, to supplement their Medicare benefits, indefinitely, so long as this remains consistent with applicable law; and

**BE IT FURTHER RESOLVED**, that the extension of individual health care coverage herein to members of the Forsyth County Board of Commissioners who are not receiving retirement benefits can be withdrawn at any time by this or any future Board of County Commissioners in its discretion.

Adopted this 6<sup>th</sup> day of August 2020.