

Personnel

Board of Trustees Policy

SUBJECT: Retiree, Continuation of Health Coverage	NUMBER: 2.6
	DATE: November 17, 2008 Resolution #08-140 Reviewed: 03/30/2016
	SUPERSEDES: Resolution #04-157, November 15, 2004

Purpose

This policy details the Board of Trustees approval for the continuation of health insurance coverage for retirees of SUNY Schenectady.

Policy

The Board of Trustees authorize the President of the College to provide continuation of health (excluding dental and vision) insurance coverage after retirement (secondary to Medicare at age 65) for all past, present and future members of the professional staff of the College who have had at least ten years continuous full-time service with the College and who qualify for retirement and retire under the provisions of one of the approved retirement systems contributed to by the College subject to:

1. The health insurance coverage for retirees who are not eligible for Medicare will be that which is currently in effect at the College for its full-time professional employees, and the shared cost percent (College/retiree) shall be the same as at the time of retirement.

2. The health insurance coverage for retirees who are eligible for Medicare will be the Medicare Advantage Plan offered by the County, and the shared cost percent (College/retiree) shall be the same as at the time of retirement. In the event that Medicare Advantage Plans become unavailable, then the coverage provided in item #1 above will apply.
3. Employees who retire with at least 20 years (10 years if hired before January 1, 2005) of full-time College service shall receive health insurance coverage for employee and dependent. Upon the death of the retiree, coverage shall continue for the dependent for three full months, who thereafter may purchase coverage at the group rate.
4. Employees, hired on or after January 1, 2005, who retire with at least 10 years but less than 20 years of full-time College service shall receive health insurance coverage for the employee only, while dependent coverage may be purchased at the group rate.
5. Retirees may purchase dental insurance coverage (individual or family) as may be available at the group rate (surviving dependent may continue to purchase coverage), and be it further.

Medicare Advantage Plan

The current (as of 11/17/08) Medicare Advantage Plan offered by the County, corresponds to the health insurance offered:

<u>Health Insurance</u>	<u>Medicare Advantage Plan Offering</u>
MVP	MVP Gold
CDPHP	CDPHP Medicare Choice Plan
Empire Blue Cross	Matrix and Empire Blue Cross Smart Value \$0
Empire Blue Cross PPO	Medicare Advantage Plan (Drug benefits Shall continue with Schenectady Meds.)