

**TOWN OF HOLLISTON
HEALTH INSURANCE ELIGIBILITY POLICY**

Retirees and Surviving Spouses

Policy

The Town of Holliston, acting in accordance with Chapter 32B of the Massachusetts General Laws, does hereby adopt and establish the following rules and regulations governing certain eligibility requirements and administrative guidelines for the Town's contributory group health insurance benefit offerings to those qualified individuals who have retired from employment with the Town of Holliston and are receiving a pension from the Middlesex County Retirement System or the Massachusetts Teachers Retirement System or have retired from the Fire Department in accordance with the Town's policy adopted January 27, 1992.

The Board of Selectmen reserves the right to alter, modify, amend and/or eliminate any and all benefits, benefit levels and plans offered by the Town pursuant to Chapter 32B of the Massachusetts General Laws, and also specifically reserves the right to add to, modify, and/or delete any and all provisions of these rules and regulations at any time.

Section 1. Retiree Eligibility

Retired employees of the Town who are 65 or over and Medicare eligible (Parts A and B) are prohibited from participating in the Town's regular group health insurance plans, as Medicare is to be the primary payer of health insurance costs for employees with Medicare eligibility. Participation in a Medicare-supplemental plan(s) of the Town is encouraged, but optional.

Retired employees of the Town age 65 or over who are not eligible for Medicare Parts A and B may remain in the Town's regular group health insurance plans provided that they submit documentation from the United States Social Security Administration verifying that they do not qualify for Medicare Parts A and B.

Retired employees of the Town under age 65 who are eligible for Medicare Parts A and B at age 65 may remain in the Town's regular group health insurance plan until attaining the age of 65.

Upon retirement, eligible individuals may participate in the Town's contributory group health insurance benefit plan, to the extent allowed by the insurance providers, and in accordance with all relevant provisions of sections 18 and 18A of Massachusetts General Laws Chapter 32B, provided that they otherwise qualify under Massachusetts General Law Chapter 32B, and further provided that each of the following criteria applies:

- (a) The individual must be eligible for a monthly pension from the Middlesex Retirement System or the Massachusetts Teachers Retirement System as a retiree from the Town of Holliston or the Holliston Public Schools, and be receiving a retirement allowance in accordance with Massachusetts General Laws Chapter 32 (except as specifically provided in Massachusetts General Laws Chapter 32B section 9), or be retired from the Fire Department in accordance with the retirement policy adopted January 27,

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1992. Retired employees who chose a "lump sum" payment at the time of separation are not eligible to participate in the Town's insurance plans.

- (b) The individual must be enrolled, or must elect to enroll if not already enrolled, in a group health insurance plan as of the effective date of their retirement with the Town of Holliston or the Holliston Public Schools.
- (c) Employees who are not enrolled in a group health insurance plan with the Town at the time of their retirement will thereafter be deemed ineligible to join a group health insurance plan with the Town except as provided for in section (d).
- (d) An eligible retiree may enroll in the Town's plan within thirty (30) days of a Qualifying Event (e.g., loss of coverage due to death of spouse, change in spouse's employment or marital status, or the retiree's loss of coverage), as that term is defined under the Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA).
- (e) All participation in the Town's contributory group health insurance must be continuous. If a retiree or spouse cancels their enrollment or becomes ineligible for continued enrollment, they lose all eligibility to participate in the future – they cannot re-enroll at a future date regardless of qualifying events or life changes. The only exception is when a retiree receives a "Waiver of pension or retirement allowance" under Massachusetts General Law Chapter 32, section 90B. If the Retirement Board grants the waiver, eligibility for participation in the group health insurance ends the last day of the retirement period and begins when the waiver is withdrawn.
- (f) In accordance with Massachusetts General Law Chapter 32B, sections 18 and 18A, individuals, their spouses and dependents shall enroll in a Medicare health benefit as soon as they are eligible. Failure to fully enroll in Medicare may jeopardize future participation in the Town's contributory group health insurance plan.
- (g) If a retiree becomes divorced, the ex-spouse is no longer eligible to be covered under the Town's group health plan. If a single retiree marries, the spouse is not eligible for coverage under the Town's contributory group health insurance program.
- (h) A retiree of the Town of Holliston or the Holliston Public Schools MUST notify the Town within thirty (30) days of any marital status change.

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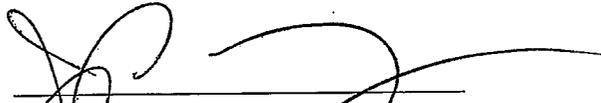
Section 2. Surviving Spouse Eligibility

If an eligible employee dies while an active employee, and the employee meets the requirements for the surviving spouse to receive benefits under the Middlesex County Retirement System or the Massachusetts Teachers' Retirement Board rules, that surviving spouse and eligible dependents may continue group health insurance enrollment. The Town's contribution rate for surviving spouses is zero (0%) percent. Participation may continue as long as the dependents meet all plan eligibility rules and unless/until the surviving spouse remarries. Once the surviving spouse remarries, eligibility for participation ends as of the date of the marriage.

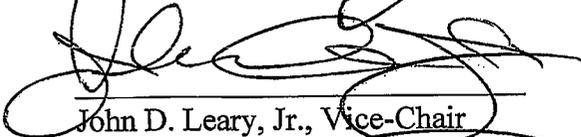
The surviving spouse of a retiree is eligible to continue coverage at the one hundred (100%) percent contribution level. A retiree's surviving spouse eligibility ends when the surviving spouse remarries.

If a surviving spouse cancels their enrollment in a group health insurance plan with the Town or becomes ineligible to continue enrollment in a group health insurance plan with the Town, they lose all eligibility for future participation in a group health insurance plan with the Town.

Holliston Board of Selectmen



Joseph P. Marsden, Chair



John D. Leary, Jr., Vice-Chair



Kevin P. Conley, Clerk

Dated: 6/10/15