
RESOLUTION NO. 2023 – 01

MANATEE COUNTY, FLORIDA

**OTHER POST-EMPLOYMENT BENEFIT TRUST
FOR THE SOUTHERN MANATEE FIRE & RESCUE DISTRICT**

ADOPTED: April 20, 2023

**RESOLUTION 2023-01
OTHER POST-EMPLOYMENT BENEFIT TRUST
SOUTHERN MANATEE FIRE RESCUE DISTRICT**

A RESOLUTION OF THE SOUTHERN MANATEE FIRE & RESCUE DISTRICT OF MANATEE COUNTY, FLORIDA, AMENDING THE RETIREE HEALTH INSURANCE POLICY AS ADOPTED IN RESOLUTIONS 2008-01, 2010-06, AND 2012-01; PROVIDING FOR PUBLICATION; REPEALING ALL RESOLUTIONS IN CONFLICT; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, on January 16, 2008, the Board of Commissioners of the Southern Manatee Fire & Rescue District adopted a Retiree Health Insurance Policy in Resolution 2008-01 to provide certain health care benefits to retired employees of the District and their dependents; and

WHEREAS, on August 19, 2010 and February 16, 2012, the Board of Commissioners of the Southern Manatee Fire & Rescue District amended the Retiree Health Insurance Policy in Resolutions 2010-09 and 2012-01, respectively, to provide further clarification relating to the group health insurance program benefits available to eligible retirees and their dependents; and

WHEREAS, District Administration requested that certain changes be made to the District's Retiree Health Insurance Policy (Directive #151) to provide further clarification on the timing of payments and the reimbursable costs associated with continued health, dental and vision coverage benefits available under the District's group health insurance program to eligible retirees and their dependents; and

WHEREAS, the Board of Commissioners of the Southern Manatee Fire & Rescue District determined that it is in the best interest of the District to amend the District's Retiree Health Insurance Policy (Directive #151) to provide additional clarification as requested by District Administration.

NOW, THEREFORE, BE IT ENACTED BY THE BOARD OF COMMISSIONERS OF THE SOUTHERN MANATEE FIRE RESCUE DISTRICT

Section 1. Except as otherwise amended by this Resolution 2023-01, the Other Post-Employment Benefit ("OPEB") Trust established by Resolution 2008-01 and amended by Resolutions 2010-06 and 2012-01 to provide for the post-employment benefits of Participants of the Southern Manatee Fire & Rescue District shall remain in full force and effect. The OPEB Trust shall continue to be for the exclusive benefit of Participants to provide post-employment health benefits to Participants in accordance with the District's amended Retiree Health Insurance Policy (Directive #151) dated March 1, 2023, attached hereto as Exhibit A.

Section 2. This Resolution shall only amend the Retiree Health Insurance Policy attached as Exhibits A to Resolutions 2008-01, 2010-06, and 2012-01. All other provisions set forth in Resolutions 2008-01, 2010-06 and 2012-01 shall remain in full force and effect until supplemented, amended, repealed, or otherwise altered.

Section 3. This Resolution shall be published as required by law.

Section 4. This Resolution hereby repeals all Resolutions in conflict herewith.

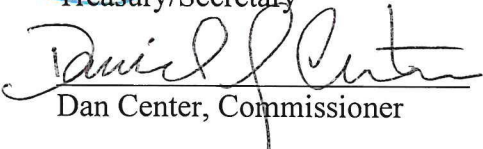
Section 5. This Resolution shall take effect June 1, 2023.

Passed and adopted this April 20, 2023.


**SOUTHERN MANATEE FIRE & RESCUE
DISTRICT**

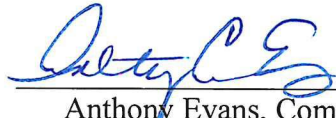
ATTEST:


James M. Grote, Vice Chair,
Treasury/Secretary


Dan Center, Commissioner


Jim Cena, Commissioner


Melanie Marken, Chair


Anthony Evans, Commissioner



SOUTHERN MANATEE FIRE RESCUE DISTRICT DIRECTIVE		
DATE Rev 04/24/2023 03/29/2023	VOLUME #1 ADMINISTRATION	NUMBER #151
SUBJECT Retiree Health Insurance		

PURPOSE:

In accordance with Section 112.0801, Florida Statutes, all District personnel who retire from the District with immediate eligibility for normal retirement, and their eligible dependents, shall be afforded the option of continuing in the District's group health insurance program.

POLICY:

For purposes of this policy, a "retiree" or "retired employee" shall be defined as a District employee who begins receiving retirement benefits immediately after retirement from District employment. Retired employees and dependents are eligible for continued health, dental and vision coverage under the District's group health insurance plan at 100% of the normal cost to the District, including any deductible cost. The cost of this coverage is subject to periodic review and adjustment by the District.

Additionally, the District will make no contribution toward retirees' HSA contributions, if applicable.

PROCEDURE:

Retirees shall have a one-time, irrevocable election at the time of retirement to continue participation in the District's insurance program.

If a retiree elects not to continue participating in the District's insurance program at the time of retirement or discontinues participation in the District's insurance program at any time following retirement, the retiree shall not thereafter be eligible to participate in the program. If a retiree elects to continue participating in the District's insurance program, payment for the cost of coverage under the insurance program shall be due within the first 5 business days of the month. Non-payment of coverage costs on or before the fifth (5th) business day of the month in which the premium is due shall result in revocation of the retiree's eligibility to participate in the health insurance program. If a retiree's group health insurance plan is revoked or cancelled as a result of non-payment or untimely payment of coverage costs, then the retiree and the retiree's dependents shall not be eligible to obtain future coverage under the District's group health insurance plan.

The District retains the right to change the insurance program, including but not limited to changes in coverage, plans, carriers, benefits, deductibles, and co-pays, and to adjust the cost of coverage at any time with thirty (30) days' notice to retirees and their dependents.

When a retiree who has elected to continue participating in the District's insurance program reaches age 65 or becomes eligible for Medicare benefits at an earlier age, Medicare shall provide primary health coverage and shall be the primary payer of health benefits, and the District's health benefits shall be secondary to Medicare.

If a retiree predeceases his or her dependents, the dependents shall continue to be eligible to receive insurance coverage at the District's group health insurance program pursuant to the terms of this policy. Insurance coverage shall cease when the dependents no longer meet the eligibility requirements under the District's group health insurance program.