

## Health Insurance Policy - Retirees

The Ogdensburg Bridge and Port Authority has provided a health insurance program for retirees in the past. The plan offered has been inconsistent and has not been applied equally to all retirees. Therefore, it is recommended that a policy be adopted.

In addition, based on our annual audit, Sovie & Bowie has recommended that a consistent policy be developed, adopted, and applied equally to retirees.

It is recommended that the Authority make available to any employee who retires after May 9, 1996, a plan for each regular full-time employee who retires from the Authority and meets the minimum qualification of 20 years of active service with the Authority. At retirement, the Authority will pay 75 percent of the total cost of insurance for the retiree and family until the age of 65. At 65, the retiree will enroll in Medicare and select a supplemental plan of their choice, with all premiums paid by the retiree. Anyone retiring with less than 20 years of service will have the option of continuing their group health insurance plan currently in place as a direct pay by the retiree with no contributions by the Authority.

It is expected that the recommended policy, if adopted, would be subject to periodic reviews as health insurance issues continue to change.

DATED: December 1996  
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