



#1: Group Health Care Benefits for Qualified Retirees Policy

Qualified retirees may elect to continue to participate in the Topeka and Shawnee County Public Library (TSCPL) group health care benefit plan (Plan).

A qualified retiree is a person who, on or before December 31, 2016:

1. has been employed by TSCPL and eligible for Plan benefits in the aggregate of not less than ten years,
2. is receiving retirement or disability benefits under the Kansas Public Employees Retirement System (KPERs) for service with TSCPL,
3. retires or has retired from TSCPL, and
4. has given the Human Resources Department written notice of his or her application to continue receiving Plan coverage for the qualified retiree and his or her dependent(s).

TSCPL will pay 50% of the premium of a qualified retiree and the retiree's dependent(s) through December 31, 2015. Thereafter TSCPL shall reduce premiums in an amount established annually by the Library administration until December 31, 2016.

A qualified retiree is responsible for payment of all premiums and administrative costs of the Plan as established annually by the Library administration through the effective date of this Policy.

Participation under the TSCPL Plan shall cease upon:

1. the qualified retiree failing to make required premium and administrative cost payments on a timely basis, or
2. the qualified retiree becoming covered or eligible to be covered under a group health care benefit plan of another employer.

The Library administration shall adopt such rules and guidelines as it deems necessary to implement this Policy.

In its sole discretion and in the absence of financial necessity, the TSCPL Board of Trustees reserves the right to change, amend or terminate this Policy at any time.

This Policy is effective beginning on April 16, 2015.

This Policy replaces the Health Insurance for Qualified Retirees Policy approved by the Board of Trustees December 18, 1996.

Questions about this policy? We encourage your feedback in person,
by telephone at (785) 580-4400, or at tscpl.org/contact.