CTSI
Serving Colorado's Counties

February 2, 2012

TO: CHP Designated Representatives and Contacts

FROM: Meredith Burcham, CTSI Benefits Manager

RE: Incentivized Retiree

At the CHP 2012 Board and Membership Renewal Meeting, the CHP Board of Directors and Membership adopted the following language to be added the Eligibility Section of the CHP Plan Document effective January 1, 2012;

An Employee is one who works at least 30 hours per week (full-time employment status) directly in the regular business of and is compensated for services by the Member or Member Affiliated Entity. Elected officials, except for non-salaried elected officials and Licensed Professional Elected Officials, are considered Employees under the Plan. At the option of the Member, permanent (non-seasonal) part-time Employees working a minimum of 24 hours per week, and Licensed Professional Elected Officials may be eligible for coverage; in such case, such qualified part-time Employees and Licensed Professional Elected Officials are considered Employees under the Plan. **Also, at the option of the member, employees that are participants in a retirement incentive program provided through the member, and who are between 62 and 65 years of age with a minimum of 5 consecutive years of employment service, may be eligible for coverage; in such case, Incentivized Retirees are considered Employees under the Plan. Incentivized Retirees eligibility for coverage would be limited to coverage starting as early as the month in which they become 62 years of age and ending at the end of the month in which they become 65 years of age…….**

The intent of this language is to allow coverage to employees that could retire early but are not yet eligible for Medicare and the COBRA timeframe does not allow enough coverage until the individual reaches age 65. Employees that are placed in this status will be treated the same as an active full-time employee. The only change that will occur is that the employee will no longer be eligible for the Accidental Death and Dismemberment coverage. They will be able to remain on the Basic Life at the minimum required amount of $10,000. At this time, all rates for all coverages in this status will be the same as active full-time employees.

If you have an employee that will be moving into the Incentivized Retiree status, both the employer and the individual will need to fill out that attached affidavit to notify CHP for administrative purposes. We will internally run an age report each month to identify any employees that will be turning 65 at the end of the month and provide notification to the employer. We will then, require an application for termination along with all other termination

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Claims (CAPP & CWCP)
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forms. If they will be terminating prior to the month in which they turn 65 years if age, it will be your responsibility to notify CHP in a timely manner.

If you have any questions about the Incentivized Retiree status, please contact me directly at 303-861-0507 Ext 111 or mburcham@ctsi.org

Thank you!

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