

RESOLUTION MODIFYING THE CITY OF WINSTON-SALEM POST-EMPLOYMENT HEALTH CARE BENEFIT PROGRAM TO PROVIDE THE MEDICARE ADVANTAGE SUPPLEMENT TO RETIRED ELECTED OFFICIALS

WHEREAS, the City of Winston-Salem offers a Medicare Advantage health insurance plan (“Medicare supplement”) for retirees (age 65+) who are eligible for Medicare coverage; and

WHEREAS, the City used to provide retiree health insurance (both pre-65 insurance and post-65 Medicare supplement) to employees who served 15 years or more. Because of the significant cost (millions) of the accrued liability, especially for pre-65 insurance, the City Council elected in June 2010 to stop the coverage for anyone hired on or after July 1, 2010; and

WHEREAS, City staff have looked at other jurisdictions, and they, like the City, have discontinued retiree health insurance for recent hires; and

WHEREAS, Forsyth County still offers a separate retiree health coverage plan for elected officials. The County has offered retiree health coverage to elected officials since 2009. Years of service eligibility is ten years; and

WHEREAS, the City Attorney has opined that the City could legally offer a different plan for elected officials than employees; and

WHEREAS, the current cost of the City’s Medicare supplement totals \$12.08 per month, well below the City Council’s cap of \$210 per month. Adding current and future elected officials who meet certain eligibility criteria to the Medicare supplement plan could be covered by the health benefits fund.

NOW, THEREFORE, BE IT RESOLVED that the Mayor and City Council of the City of Winston-Salem hereby modify the City’s post-employment health care benefit program to provide the Medicare supplement to current and future elected officials who retire having served at least two consecutive terms (i.e., eight years).

**Winston-Salem City Council
APPROVED
June 20, 2023**

BE IT FURTHER RESOLVED that this resolution is effective July 1, 2023.