

INTEROFFICE MEMORANDUM

METROPOLITAN WATER RECLAMATION DISTRICT
OF GREATER CHICAGO

DEPARTMENT: HUMAN RESOURCES

DATE: January 28, 2013

TO: Susan Boutin, Executive Director of the MWRD Retirement Fund

FROM: David St. Pierre, Executive Director of MWRD *D-SP*

SUBJECT: Mandatory Medical Coverage for Retirees (Revised)

As you are aware, the District adopted a policy of mandatory Medicare enrollment for all eligible retirees effective January 1, 1996. Employees retiring prior to that date were considered "grandfathered" and were not impacted by the policy. The following is an updated version of the policy to clarify who is required to enroll in Medicare.

Mandatory Medicare Enrollment

Effective January 1, 1996 (September 1, 2004 for HMO members), all retirees and their spouses are required to enroll in Medicare (Part A and B) once they become Medicare-eligible at age 65. Enrollment is also required if the retiree or their spouse becomes Medicare-eligible prior to age 65 due to a disability.

Required Documentation

Retirees and their spouses will be required to provide evidence of full Medicare coverage (Part A and B) in order to be eligible for District-provided medical coverage. Those who are not eligible for Medicare must provide official documentation to that effect from the Social Security Administration.

If a retiree or spouse under the age of 65 is enrolled in Medicare due to disability or other qualifying circumstances and their Medicare eligibility is terminated for reasons other than non-payment of premiums, they would be eligible for District-provided medical coverage. These individuals must provide official documentation from the Social Security Administration to that effect. These individuals will be required to re-enroll in Medicare should their eligibility change due to age or otherwise.

Penalty for Failure to Provide Required Documentation

Failure to provide either of the aforementioned forms of documentation will preclude the retiree or spouse from enrolling in the District-sponsored medical plan.

Notification of Policy

Employees are advised of the policy at the time of their retirement by Retirement Fund staff. As events occur in retiree or dependent lives, the Retirement Fund staff will notify the parties of the District's policy.

Thank you for your assistance in implementing and enforcing this policy.

DEK: JEF