



## ARLINGTON COUNTY, VIRGINIA

**County Board Agenda Item  
Meeting of October 18, 2008**

**DATE:** September 25, 2008

**SUBJECT:** Adopt amendments to Chapter 6 of the Arlington County Code.

**C. M. RECOMMENDATION:**

Adopt the proposed amendment to Chapter 6 (Civil Service) of the Arlington County Code.

**ISSUES:** Should the County codify the policy to allow retirees to cancel and subsequently re-enroll in the retiree health and dental plans?

**SUMMARY:** This amendment proposes to codify the policy of allowing retirees to cancel their health and/or dental coverage and subsequently re-enroll in either of these plans and allowing future retirees into the health and/or dental plan after their retirement date.

**BACKGROUND:** Historically, the County has required employees to have health and/or dental coverage at the time of their retirement in order to continue the coverage into retirement. Additionally, retirees who subsequently cancelled their coverage were not allowed to re-enroll in either plan.

In July 2008, as part of a restructuring of the retiree health plan, the County implemented a policy that allows:

1. Retirees covered under the County's health and/or dental plans have the option to cancel their coverage if they have alternate coverage and then return to the plan when their alternate coverage terminates, and
2. Future retirees to opt into the health and/or dental plans during their retirement as long as they were eligible for coverage on their retirement date.

**DISCUSSION:** Retiree health and dental coverage is a critical part of the total compensation package. Codifying this policy reassures employees and retirees that the flexibility of this valuable benefit will remain intact and will not be changed without public discussion. Allowing retirees to leave the County's health plan and return to the plan at a later date reduces the County cost in regards to administrative fees charged by the vendor and potential claims costs.

County Manager: \_\_\_\_\_

County Attorney: \_\_\_\_\_

Staff: Marcy Foster, Human Resources

**FISCAL IMPACT:** Currently, the retiree health care benefits are fully funded. Codifying this policy has no additional fiscal impact.