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**City of Racine, Wisconsin
Common Council**

AGENDA BRIEFING MEMORANDUM

COMMITTEE: Finance & Personnel Committee

LEGISLATION ITEM #: 0080-23

AGENDA DATE: February 27, 2023

DEPARTMENT: Human Resources

Prepared By: Human Resources Director La’Neka Horton

SUBJECT: Eligibility requirements for post-retirement health insurance for sworn Public Safety employees.

EXECUTIVE SUMMARY: This policy will set forth the eligibility requirements for sworn Public Safety employees, as well as their surviving spouses and dependents, to qualify for continued post-retirement coverage under the City’s health insurance plan.

BACKGROUND & ANALYSIS:

This policy will set forth the eligibility requirements for Public Safety employees, as well as their surviving spouses and dependents, to qualify for continued post-retirement coverage under the City’s health insurance plan. Most notably, this policy will institute a rule of 78 for certain sworn Public Safety employees, wherein an employee must be at least 53 years of age and full years of continuous service totaling at least 78 in order to qualify for health insurance coverage upon retirement. Existing sworn Public Safety employees who are closer to retirement will be grandfathered under previously existing criteria for health insurance coverage in retirement. This policy also addresses eligibility for continued health insurance when a sworn Public Safety employee retires due to duty incurred injury or disease, non-duty incurred injury or disease, or death.

RECOMMENDED ACTION: To approve the proposed policy and direct the Human Resources Department and the City Attorney’s Office to make all other necessary handbook changes to implement this policy.

- 31 **ATTACHMENT(S):** City of Racine Eligibility Requirements for Post-Retirement Health Insurance for
- 32 Sworn Public Safety Employees Policy