

Group Health Insurance for Retired Clergy and Lay Employees

(Effective July 1, 2003; Amended April 19, 2005)

Clergy

1. Eligibility

This policy shall apply to clergy who were canonically resident in the Diocese of Kansas on January 1, 1985 thru December 31, 2003 and who at the time of their retirement were canonically resident in the Diocese for the preceding ten consecutive years and met the following qualifications:

- Were in good standing in the Diocese of Kansas
- Were appointed to some ministry within the Diocese of Kansas, by the Bishop of the Diocese of Kansas or with an ecumenical partner whose jurisdiction includes the territory of the Diocese of Kansas and judged by the Bishop to be appropriate to his or her order.
- Received as part of their usual compensation Group Health Insurance with premiums fully paid by a parish or ecumenical partner of the Diocese or one of its constituent agencies.

2. Benefit

Upon retiring from active ministry in accordance with the rules of the Church Pension Fund of the Episcopal Church, such eligible clergy may elect to receive, for the duration of their retirement, the benefits Group Health Insurance Plans offered by the Episcopal Church Medical Trust.

A percentage of the premiums will be paid or reimbursed by the Diocese of Kansas for one plan adopted by the Trustees of the Diocese of Kansas based on consecutive tenure in the diocese.

Plans will include coverage for the spouse of eligible clergy if married at the time of retirement and will continue in force for surviving spouses.

3. Plans Offered-Premium Payment

The Episcopal Church Medical Trust will make available to Retirees Medicare Supplemental Plans as follows:

- Comprehensive Plan-adopted by Trustees. (Premiums paid or reimbursed by the Diocese based on tenure)
- Plus Plan-additional premium paid in full by the insured.
- Premium Plan-additional premium paid in full by the insured.

The Diocese of Kansas may authorize eligible clergy to elect substitute plans other than those through the Medical Trust. Premium reimbursement will be limited to the premium for the Plan adopted by the Trustees.

Premium payment or reimbursement will be limited to the premium under the plan adopted by the Trustees except for clergy who had attained age 60 on or before November 12, 1996.

4. Tenure

All such eligible clergy may have a percent of the premiums for the adopted plan paid or reimbursed based on consecutive completed years resident service in the Diocese as follows:

- 10 to 15 years 50 percent
- 15 to 20 years 75 percent
- 20 or more years 100 percent

Temporary active duty by military reservists is not a break in consecutive years.

Lay Employees

1. Eligibility

Full-time (1,000 hours) lay employees on the diocesan staff who receive as part of their usual compensation Group Health Insurance premiums paid in full or in part by the diocese and who shall have:

- Completed 10 consecutive years of full-time employment (1,000 hours per year) and
- Have attained the minimum age requirement for Medicare eligibility.

2. Benefit

Upon retiring from active service with the Diocese of Kansas, such eligible employees may elect to receive, for the duration of their retirement, the benefits of Group Health Insurance plans offered by the Diocese of Kansas.

A percentage of the premiums will be paid or reimbursed by the Diocese of Kansas for one plan adopted by the Trustees of the Diocese of Kansas based on consecutive tenure in the diocese.

Plans offered by the diocese will include coverage for the spouse of eligible employees if married at the time of retirement and will continue in force for surviving spouses.

3. Plans Offered-Premium Payment

The Diocese of Kansas will make available to Retirees Medicare Supplemental Plans through the Episcopal Church Medical Trust.

- Comprehensive Plan-adopted by the Trustees (Premiums paid or reimbursed by the Diocese based on tenure)
- Plus Plan-additional premium paid in full by the insured
- Premium Plan-additional premium to be paid in full by the insured.

The Diocese of Kansas may authorize eligible employees to elect substitute plans other than those through the Medical Trust. Premiums reimbursement will be limited to the premium for the plan adopted by the Trustees.

Premium payment or reimbursement is limited to the premiums under the plan adopted by the Trustees except for employees who had attained age 60 on or before November 12, 1996.

4. Tenure

All such eligible employees may have a percent of the premiums for the adopted plan paid or reimbursed based on consecutive completed years resident in the Diocese as follows:

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| ▪ 10 to 15 years | 50 percent |
| ▪ 15 to 20 years | 75 percent |
| ▪ 20 or more years | 100 percent |

Policy Review

The Council of Trustees of the Diocese of Kansas shall review, at least annually, the Group Health Insurance Plan for retired clergy and lay employees and may, by vote of the Council, alter or discontinue the plans offered and/or the payment or reimbursement of premiums for any such plans.

The Deployment Officer and/or the Diocesan Administrator shall provide to the Administration and Personnel Committee of the Council of Trustees by June 1 of each year an estimate of the dollar amount of the premiums required for the next calendar year.