

Insurance Plan History

An Historical Reference to Past Years' Policies Related to Life and Health Insurance

- A. For clergy retiring prior to January 1, 2004
(Subject to plan changes effective 1/1/2014, section VI.H)

Clergy persons who retire prior to January 1, 2004 from the North Carolina Annual Conference will be subject to the current rate policy as outlined below. Effective January 1, 2004, there will be a minimum monthly contribution of \$10 per participant (for all surviving dependents and retirees with a clergy retirement date prior to January 1, 2004).

Effective January 1, 2012 the minimum monthly contribution as defined above will be increased to \$20 per month.

The following policies apply:

1. Before the retired clergy person and/or spouse reach the age of Medicare eligibility (currently 65 years of age), the retired clergy person will pay the amount of premium that he/she paid in the year in which he/she retires. The Conference Board of Pension will pay the difference between the clergy person's payment and the costs of his/her health insurance. The retired clergy person must continue to pay the amount of premium that he/she paid in the year of retirement until both the retired clergy person and his/her spouse reach the age of Medicare eligibility. Billings will be made monthly from the Treasurer's Office.
2. If a clergy person who, prior to retirement, has been covered as a single individual for the purposes of health insurance, wishes at the time of retirement to add family members to his/her health care plan, he/she must pay the premium applicable to that type of coverage for the year in which he/she retired. The retired clergy person must continue to pay that amount of premium until both the retired clergy person and his/her spouse reach the age of Medicare eligibility.

A clergy person who retires from the North Carolina Annual Conference with less than twenty (20) full-time years of earned pension credit in the North Carolina Annual Conference may receive life and health insurance benefits when the clergy person attains age 62 and receives pension benefits or retires with thirty-five (35) years of service and receives pension benefits provided at least twenty of the thirty-five years of pension credit is in the North Carolina Annual Conference. Retired clergy persons and/or dependents with less than twenty years of earned pension credit in the North Carolina Annual Conference will be responsible for the monthly insurance premiums as described in #1 above, with the remaining monthly portion shared by the retired clergy person and/or dependents and the Conference Board of Pension, based on the following formula:

Years of Pension Credit	Individual Contribution	Board of Pension's Contribution
1	95%	5%
2	90%	10%
3	85%	15%
4	80%	20%
5	75%	25%
6	70%	30%
7	65%	35%
8	60%	40%
9	55%	45%
10	50%	50%
11	45%	55%
12	40%	60%
13	35%	65%
14	30%	70%
15	25%	75%
16	20%	80%
17	15%	85%
18	10%	90%
19	5%	95%
20	\$10 Minimum	Remaining Premium

This payment formula remains in effect throughout the participant's lifetime (clergy person or surviving dependent).

- B. Retirement after January 1, 2004
(Subject to plan changes effective 1/1/2014, section VI.H)

(Eligibility policies can be found in Report B, section VI B)

Effective January 1, 2004 the following schedule(s) will apply to all retired clergy and their eligible dependents, whose retirement date is January 1, 2004 or later.

1. Medicare Eligible (retiree and/or dependents)

Years of NC Pension Credit	Individual Contribution	Board of Pension Contribution
0-4	Not Eligible	Not Eligible
5-9	80%	20%
10-14	70%	30%
15-19	60%	40%
20-24	50%	50%
25-29	40%	60%
30-34	30%	70%
35-39	20%	80%
40 or more	10%	90%

2. Age Less than Medicare Eligible (retiree and/or dependents)**

Years of NC Pension Credit	Individual Contribution	Board of Pension Contribution
0-4	Not Eligible	Not Eligible
5-9	80%	20%
10-14	70%	30%
15-19	60%	40%
20-24	50%	50%
25-29	40%	60%
30-34	30%	70%
35-39	20%	80%
40 or more	10%	90%

3. **The minimum monthly premium billed to the individual will be no less than the active monthly personal portion of the premium for the applicable coverage type.

C. Retirement after January 1, 2007 (revised June 2008)
(Subject to plan changes effective 1/1/2014, section VI.H)

(Eligibility policies can be found in Report B, Section VI B.)

1. Effective January 1, 2007 the Conference Board of Pension will fund only the % above as applied to the Medicare Companion plan rate. Retirees and/or dependents not yet Medicare eligible age will be responsible for the difference between the funded amount as calculated based on the above table(s) and the remaining cost of full coverage.
2. The above % of the Medicare Companion plan premium will be applied to the total active family rate until both the retiree and spouse attain the Medicare eligibility age.
3. Participants who retired under provision E1, (2007 rule) will have their rates re-calculated effective July 1, 2008 to comply with the new E2 provision.