

LANE COUNTY, KANSAS  
RESOLUTION NO. 2019- 02

A RESOLUTION REGARDING MEDICARE ELIGIBLE EMPLOYEES OF LANE COUNTY, KANSAS AND THEIR SPOUSES, WHERE APPLICABLE, WHO ELECT TO SUBSTITUTE MEDICARE COVERAGE FOR EMPLOYER GROUP MEDICAL COVERAGE OR PARTICIPATE IN THE COUNTY'S GROUP INSURANCE PLAN AND MEDICARE AS SECONDARY.

WHEREAS, an employee of Lane County, Kansas , may be simultaneously eligible for both Lane County, Kansas group medical benefit coverage and Medicare benefit coverage.

AND WHEREAS, in the instances where the aforementioned simultaneous eligibility exists, the employee can elect to participate in the County's group medical benefit plan or, in the alternative, the employee can elect to waive participation in the plan and, in lieu thereof, designate Medicare as his/her primary medical provider.

AND WHEREAS, Lane County, Kansas recognizes that there are instances to designate Medicare as his/her primary medical provider.

AND WHEREAS, Lane County, Kansas recognizes that in the instance where an employee waives group medical benefits and the lawful spouse of the employee designates Medicare as said spouse's primary medical provider.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, KANSAS, as follows:

- 1) In the instances where the aforementioned simultaneous eligibility exists, the employee can elect to participate in the County's group medical benefit plan in addition to Medicare with the County's group health plan paying as primary and Medicare as secondary or, the employee can voluntarily elect to waive participation in the County's group health plan in lieu thereof, designate Medicare as his/her primary medical provider.
- 2) Any employee that is receiving reimbursement of the cost of Medicare from the County prior to this resolution, shall be "grandfathered in" and that reimbursement shall continue. No further reimbursements shall be granted to those who become eligible to participate in Medicare and enroll after the date of this resolution.
- 3) That, in any event, all entitlements enumerated above, whether inuring to the benefit of the employee or the employee's lawful spouse, shall terminate simultaneous with

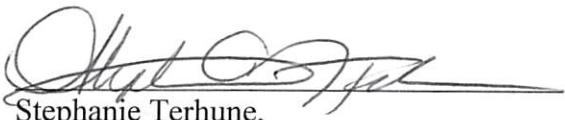
the termination of the said employee's full time employment with Lane County, Kansas.

- 4) That, it is noted, for clarification, apart from the aforementioned actual monthly out of pocket premium expenses, no other medical costs (such as out of pocket plan deductibles and out of pocket Medigap/ "doughnut hold" prescriptions costs, etc.) incurred by the employee and/or such employee's lawful spouse, shall be reimbursed by Lane County, Kansas.
- 5) That the Resolution shall have full force and effect upon its passage.
- 6) PASSED AND APPROVED, UNANIMOUSLY, on February 4, 2019.

BOARD OF COUNTY COMMISSIONERS  
LANE COUNTY, KANSAS, BY:

  
THOMAS J. BENNETT, CHAIRPERSON

ATTEST:

  
Stephanie Terhune,  
County Clerk, Lane County, Kansas  
(seal)