

**TOWNSHIP OF NORTH BRUNSWICK
ORDINANCE 26-06**

**ORDINANCE OF THE TOWNSHIP OF NORTH BRUNSWICK AMENDING CHAPTER 61,
"PERSONNEL," ARTICLE IV, "PERSONNEL BENEFITS – MEDICAL, HEALTH, PRESCRIPTION,
AND DENTAL BENEFITS," OF THE CODE OF THE TOWNSHIP OF NORTH BRUNSWICK TO
UPDATE POST-RETIREMENT MEDICAL BENEFIT ELIGIBILITY FOR CERTAIN NON-UNION
ADMINISTRATIVE / APPOINTED EMPLOYEES**

WHEREAS, Chapter 61 of the Code of the Township of North Brunswick, entitled *Personnel*, Article IV, *Personnel Benefits – Medical, Health, Prescription, and Dental Benefits*, establishes eligibility requirements for post-retirement medical benefits; and

WHEREAS, Section L, *Medical Benefits in Retirement*, Item 8 of said Chapter currently provides an age-based eligibility schedule for Non-Union Administrative / Appointed Employees, including but not limited to the Business Administrator, Chief Financial Officer, Municipal Clerk, Municipal Court Administrator, Municipal Department Head, Superintendent, Director of Public Safety, Deputy Chief of Police, Qualified Purchasing Agent, Tax Collector, Tax Assessor, or positions covered under a Management Agreement; and

WHEREAS, the existing eligibility schedule requires a combination of minimum age and years of service with the Township, as set forth below:

| Age | Years of Service | Age | Years of Service |
|------------|-------------------------|------------|-------------------------|
| 55 | 15 | 61 | 9 |
| 56 | 14 | 62 | 8 |
| 57 | 13 | 63 | 7 |
| 58 | 12 | 64 | 6 |
| 59 | 11 | 65 | 5 |
| 60 | 10 | | |

WHEREAS, the Township Council desires to amend Chapter 61 to permit a limited scope for post-retirement medical benefit eligibility for certain Non-Union Administrative / Appointed Employees who retire prior to age fifty-five (55), subject to compliance with the New Jersey State Health Benefits Program ("SHBP").

NOW, THEREFORE, BE IT ORDAINED by the Township Council of the Township of North Brunswick, County of Middlesex, State of New Jersey, that:

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Section 1.

Chapter 61, *Personnel*, Article IV, *Personnel Benefits – Medical, Health, Prescription, and Dental Benefits*, Section L, *Medical Benefits in Retirement*, is hereby amended by adding a new Item 8a, to read as follows:

Item 8a. Medical Benefits in Retirement – Retirement Eligibility.

Notwithstanding the age-based eligibility schedule set forth in Item 8 above, a Non-Union Administrative / Appointed Employee shall be eligible for post-retirement enrollment in the New Jersey State Health Benefits Program upon retirement **prior to age fifty-five (55)**, provided that all of the following conditions are met:

1. The employee has completed **twenty-five (25) or more years of credited service with the Township of North Brunswick** at the time of retirement; and
2. The employee was eligible for and enrolled in medical benefits through the Township immediately prior to retirement; and
3. The employee has attained a minimum age of **fifty (50) years** at the time of retirement; and
4. The employee otherwise meets all eligibility requirements of the State Health Benefits Program at the time of retirement; and
5. The employee holds a position classified as a **Non-Union Administrative / Appointed Employee**, including positions identified under Item 8 above or positions covered under an approved Management Agreement.

Section 2.

Nothing herein shall be construed to expand eligibility for post-retirement medical benefits beyond that permitted by the State Health Benefits Program, nor to create an entitlement to benefits not otherwise authorized by law. All other terms and conditions governing post-retirement medical benefits shall remain subject to **Section L, Items 1 through 8** of Chapter 61.

Section 3.

All ordinances or parts of ordinances inconsistent herewith are hereby repealed to the extent of such inconsistency.

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Section 4.

The Business Administrator, Chief Financial Officer, and other appropriate Township officials are hereby authorized to take all necessary actions to effectuate the provisions of this Ordinance, including but not limited to providing notice and coordinating implementation with the Township's health care provider, currently the New Jersey State Health Benefits Program (SHBP).

Section 5.

This Ordinance shall take effect upon final passage and publication as provided by law.