

POLICY ON INSURANCE FOR RETIRED PRIESTS

Policy Statement: The Diocese of Fond du Lac will provide medical, dental and group life insurance coverage to retired priests and spouses who meet the eligibility requirements for such coverage.

Eligibility Requirements

- 1) At the date of retirement, a priest must
 - a. be Canonically Resident in the Diocese of Fond du Lac;
 - b. have been Canonically Resident in the Diocese of Fond du Lac for at least five years;
 - c. have been serving a parochial cure or in an official capacity in the diocese;
 - d. have been receiving assessable compensation for purposes of the Church Pension Fund;
 - e. must have at least ten years of creditable service with the Church Pension Fund;
- 2) A priest must maintain Canonical Residence or forfeit coverage;
- 3) A priest must be eligible to receive Medicare;
- 4) A priest's spouse must be eligible to receive Medicare to be eligible for coverage.
- 5) Any priest currently receiving coverage under the policy approved by the Executive Council in 1995.

Coverage

A priest and/or spouse who meets the eligibility requirements may choose to receive the following benefits provided through the diocese:

- 1) A Medicare Supplement Health Plan as determined by the Executive Council.
The currently approved Medicare Supplement is the Comprehensive Plan Medicare Supplement offered through the Episcopal Church Medical Trust (ECMT). This plan supplements both Medicare Part A and Part B and also provides pharmacy, vision and hearing aid coverage. The premium is currently paid for by the Church Pension Fund for clergy with at least ten years of creditable service. More benefit rich plans are provided through the ECMT, but retirees choosing those plans would need to pay an additional premium.
- 2) A Dental Plan as determined by the Executive Council.
The currently approved Dental Plan is the Basic Dental Plan offered through the Episcopal Church Medical Trust (ECMT). The premium is billed to and paid by the Diocese. There is a more benefit rich plan provided through the ECMT, but retirees choosing this plan would need to reimburse the diocese for the difference in the premium.
- 3) A Group Term Life Insurance Policy for the priest only as determined by the Executive Council.
The current approved Life Insurance Policy is at a \$2,000 level and is offered through the Church Life Insurance Corporation. The premium is billed to and paid by the Diocese.

Adopted at the May 2007 Executive Council Meeting