

# 2021 VESTING RULES FOR THE IGRC MEDICARE SUPPLEMENT PLAN

Implemented January 1, 2015

## VESTING RULES FOR RETIRED CLERGY:

- 1) The clergy must retire from full-time active service in a local church or conference-responsible extension ministry (e.g. conference staff or DS).
- 2) The clergy must have served at least 20 years of full-time service in any conference, the last 10 years must be served full-time in the IGRC.
- 3) Clergy born before January 1, 1957, must have at least 10 years of full-time service in the IGRC immediately prior to retirement. For those who have less than 20 years of service, a surcharge will be assessed for clergy and spouse, however a 5% credit will be applied for each year of full-time service.\*\*
- 4) The clergy must have been a participant in the IGRC Active Health Plan on December 31, 2014.

## VESTING RULES FOR SPOUSES OF RETIRED CLERGY:

- 1) The same rules apply for the spouse, based on the service of the clergy.
- 2) The spouse must have been a participant in the IGRC Active Health Plan on December 31, 2014.
- 3) For re-marriages, the service of a clergyperson while married to a previous spouse is credited to the current spouse toward the 20-year requirement, however, the current spouse must have been married to the retiring clergy for the last 10 years prior to retirement.

**Active\* pastors and spouses who are age 65 or older** – As of January 1, 2015, active clergy and spouses must enroll in Medicare as their primary insurance from the first day they are eligible (Medicare Effective Date) and will be offered enrollment in the IGRC Medicare Supplement Plan at that time only. If an active pastor/spouse does not enroll in the IGRC Plan within 30 days of their Medicare Effective Date, they will be ineligible for the IGRC Plan when they retire. Because active clergypersons will receive the health insurance allowance (currently \$17,500) from their local church until retirement, the clergy/spouse will pay the full premium of the IGRC Plan (currently calculated at \$180/month) until they retire.\*\* In other words, there will be no premium subsidy until they become retired pastors/spouses. Active and retired pastors and spouses enrolled in Medicare must pay their own Part B and Part D premiums.

*\*Active is defined as serving in a full-time appointment.*

*\*\*Service years will be calculated at time of retirement. Clergy and/or spouse must meet vesting rules to continue in the IGRC Medicare Supplement Plan in retirement.*

- \*\* 1. number of years of service x 5% = % credit
2. 100% - %credit = % charged
3. # of people covered x \$180/mo x % charged = \$ monthly surcharge
4. \$ monthly surcharge + \$ Basic Charge = \$ total monthly charge

*All monetary amounts are subject to change. Vesting rules may change upon action by the Conference Board of Pensions.*