

CURRENT RETIREE MEDICAL GRANT (RMG) VS. TENTATIVE AGREEMENT (TRANSITION RMG/HEALTH REIMBURSEMENT ARRANGEMENT) COMPARISON CHART

	CURRENT RETIREE MEDICAL GRANT	TRANSITION RETIREE MEDICAL GRANT	HEALTH REIMBURSEMENT ARRANGEMENT
<i>Who is covered?</i>	Current actives with >10 YOS/retirees	Actives who elect option to keep benefit	Actives in paid status on/after June 16, 2023
<i>How is benefit paid?</i>	Monthly grant (\$25.37 x YOS/mo.) Maximum 25 YOS = \$634.25	Monthly grant \$25.37 x YOS/mo. for YOS prior to June 16, 2023	Expense reimbursement: available benefit = \$\$\$ contributed +/- your account investment earnings
<i>Investment of account funds</i>	None	None	You direct from investment option list
<i>County contribution</i>	Variable, terminates June 16, 2023	Terminates June 16, 2023	\$60.00/pay period (+2.5% annually)
<i>YOS until benefit eligibility</i>	Ten	One	One
<i>When qualified for benefit</i>	Retirement w/OCERS pension	Retirement w/OCERS pension	Separation from County service
<i>Maximum YOS benefit earned</i>	25	No limitation	No limitation
<i>Adjustment to benefit amount</i>	+ or - 7.5%/yr. > or < age 60	No adjustment	2.5% compounded annual contribution increase +/- investment earnings
<i>Mandatory Reduction</i>	50% @ age 65	50% @ age 65	None
<i>Permissible uses</i>	Only County-offered insurance plans	Only County-offered insurance plans	Any IRS-qualified health-related expense
<i>Portability</i>	No	No	Yes, worldwide
<i>RMG Individual Opt-in or Out</i>	Can waive or decline grant	Yes, can convert unlimited YOS to HRA account at \$855/YOS	Not applicable