

Retiree Health Insurance

- ▶ Eligibility
- ▶ Planning for your retirement
- ▶ When you retire
- ▶ Making changes after retirement
- ▶ Medicare and You

Retiree Health Insurance Eligibility

- ▶ Must be retiring from active service as a County Employee and be receiving retirement benefits from either the County, State, or City
- ▶ Must be enrolled in a medical and/or dental coverage at the time of retirement
- ▶ 3 separate eligibility groups based on service date

Eligibility Groups

Employees with a Service Date before July 1, 1992

- ▶ Eligible to remain enrolled in current plan and coverage level
 - ▶ High Deductible/HSA plan excluded - change to In-Network Plan
- ▶ Retiree pays the same portion of monthly medical premium as active employees
- ▶ When Medicare eligible an additional Medicare supplemental plan option will be made available

Eligibility Groups (continued)

Employees with a Service Date between July 1, 1992 and August 1, 2008

- ▶ Must have worked for Frederick County for 10 consecutive years in a regular and health benefit-eligible position
- ▶ Eligible to continue health plan enrollment in the In-Network medical plan
- ▶ Retiree pays 50% of the monthly premium
- ▶ If the retiring employee has 25 years or more of service* the retiree will pay 45% of monthly premium
- ▶ When Medicare eligible an additional Medicare supplemental plan option will be made available

*Years of service” excludes credit for non-earned service (e.g. military service, transferred service, or purchased service, etc.)

Eligibility Groups (continued)

Employees with a Service Date on or after August 1, 2008

- ▶ Must have worked for Frederick County for 10 consecutive years in a regular and health benefit-eligible position
- ▶ Eligible to continue health plan enrollment in the In-Network health plan
- ▶ Premium cost sharing is determined by length of service
- ▶ When Medicare eligible, the retiree and/or covered spouse will be required to switch to the Medicare supplement plan option

*Years of service” excludes credit for non-earned service (e.g. military service, transferred service, or purchased service, etc.)

Eligibility Groups (continued)

Years of Service	Retiree Pays	County Pays
10 to 14.9	75%	25%
15 to 19.9	65%	35%
20 to 24.9	55%	45%
25 or more	45%	55%

Planning for Retirement

- ▶ Enroll for coverage or make changes while still working
 - ▶ Must be enrolled in coverage as an employee at the time of retirement in order to continue
- ▶ Covering dependents
 - ▶ May only cover dependents who are already on your plan at the time you retire*
- ▶ Other health benefit options
 - ▶ Spouse coverage
 - ▶ Coverage from a new employer
 - ▶ Coverage from previous employer
- ▶ Age at retirement and Medicare

*The only exception is for newly born or adopted children

When You Retire

- ▶ Complete enrollment forms
 - ▶ You must be enrolled in the medical/dental coverage for at least 1 month immediately following separation of employment in order to re-enroll in the plan at a later date
- ▶ Paying for coverage
 - ▶ Monthly
 - ▶ County or State – premium deductions from retirement benefit
 - ▶ City or low benefit – premiums paid directly to the County
 - ▶ Medicare supplement plan premiums are paid directly to vendor
- ▶ Review monthly retirement deductions

Changes After Retirement

- ▶ Dependent changes
- ▶ Address changes
- ▶ Open Enrollment season
- ▶ Medicare eligibility

Medicare and You

- ▶ You will be expected to enroll in Medicare Part A and Part B when eligible as a retiree*
- ▶ When you are first eligible for Medicare you have a 7-month Initial Enrollment Period to sign up for Part A and/or Part B
 - ▶ 3 months prior to the month you turn 65
 - ▶ The month you turn 65
 - ▶ 3 months after the month you turn 65
- ▶ www.medicare.gov

*You are not required to enroll in Medicare if you are enrolled in active employer group health insurance. Once you become a retiree, your coverage is no longer through an active employer and you must enroll or you can be subject to a penalty.

Coordination with Medicare

- ▶ Medicare will be your primary insurance
- ▶ Your County retiree health plan becomes secondary coverage
 - ▶ Retirees hired before August 1, 2008 will have the option to remain on their current health plan or move to a Medicare supplement plan for medical and RX
 - ▶ Retirees hired on or after August 1, 2008 will only have the option to move enrollment to the Medicare supplement plan for medical and RX
- ▶ A retiree and her/his spouse may be enrolled in two different plans during the time when one is Medicare-eligible and the other is not yet.
 - ▶ When both are eligible for Medicare, they must both be covered by the same plan

Medicare Supplement Plan

- ▶ AARP and United Healthcare
- ▶ Would replace coverage under FCG plan option
- ▶ One medical plan option
 - ▶ Plan F for anyone who turns 65 prior to January 1, 2020
 - ▶ Plan G for anyone who turns 65 on or after January 1, 2020
- ▶ Three RX plan options
 - ▶ Preferred Plan
 - ▶ Saver Plus Plan
 - ▶ Walgreens Plan

Medicare Supplement Plan (cont.)

- ▶ Premiums are different for everyone
 - ▶ Based on birthday month and where you live
 - ▶ Same cost sharing between FCG and retiree
 - ▶ Payment is made directly to AARP
- ▶ Information packets will be mailed to your home
 - ▶ Prior to retirement
 - ▶ 3 months prior to your or your covered dependent's 65 birthday
- ▶ Enrollment is done directly with AARP
- ▶ Notify Human Resources when enrolled

Final Thoughts

- ▶ There is no cost sharing for the dental coverage. This is 100% retiree paid.
- ▶ Open Enrollment
 - ▶ Medical & Dental plans in November (changes effective on Jan. 1)
- ▶ Medicare
 - ▶ Accept Part A and Part B when eligible
 - ▶ You and your spouse may have different plans if not both Medicare-eligible
 - ▶ Communicate Medicare & plan decisions