



BENEFITS AFTER RETIREMENT

Department of Employee Services

Risk & Benefits Division

Presenter:

Jason Morrill

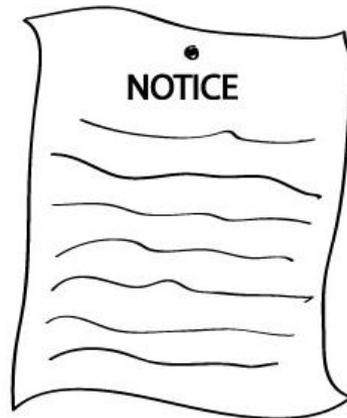
HR Analyst



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How do I retire from the County?

- ▶ Written notice to supervisor specifying date of “retirement.” Average timing: 2-3 months before
- ▶ Personnel Action Form distribution
- ▶ Must be eligible to retire from PERS
- ▶ Retiring from the County is not the same as retiring from PERS or Social Security



Who is eligible? (GENERAL COUNTY)



To be eligible for County retiree coverage you must be eligible to receive **PERS** retirement benefits:

- ▶ Tier 1 - Full Benefits Age 58 or 30 years of service
- ▶ Tier 1 - Reduced Benefits Ages 55 to 57
- ▶ Tier 2 - Full Benefits Age 60 or 30 years of service
- ▶ Tier 2 - Reduced Benefits Ages 55 to 59
- ▶ OPSRP - Full Benefits Age 65 or 58 w/30 years of service
- ▶ OPSRP - Reduced Benefits Age 55

Who is eligible? (Police & Fire)



To be eligible for County retiree coverage you must be eligible to receive PERS retirement benefits:

- ▶ PERS - Full Benefits: Age 55 or age 50 w/25 years of service
- ▶ PERS - Reduced Benefits: Age 50
- ▶ OPSRP - Full Benefits: Age 60 or 53 w/25 years of service
- ▶ OPSRP - Reduced Benefits: Age 50

PERS or Clackamas County?

PERS:

- PERS Retirement/Pension Benefits
- PERS retirement date must be 1st of Month*
- Benefits Estimates
- Complete Retirement Service Application
- Health Insurance Options: At Retirement and Medicare Eligibility

Clackamas County:

- Retirement date can be on any date throughout the month - but BEFORE PERS Retirement Date*
- Health and Dental Insurance Benefits
- Conversion of other benefits (AFLAC, MetLife, Unum, etc)

**PERS and County Retirement Dates will be different: But PERS Retirement date must be on a first of the month after County Retirement date.*

Available Health Coverage Options (General County)



- ▶ You may maintain the *same* medical, dental and EAP coverage you have as an active employee until age 65 or you may change your plan elections upon retirement.
- ▶ You may choose to elect Dental only or medical only
- ▶ When you turn 65:
 - ▶ May continue medical coverage under one of the County's Medicare Advantage policies
 - ▶ May also continue EAP at no cost to you.
 - ▶ Dental coverage is not available through the County

Once you opt out of insurance as a retiree you cannot come back on to Clackamas County coverage.

Available Health Coverage Options (Retiree Medical Trust)



- ▶ Retiree Medical Trust provides medical premium subsidy to retired POA and Command staff employees and partial subsidy of spouse premium. No subsidy of children.
- ▶ To qualify:
 - ▶ PERS eligible POA or command staff retirees with 15 or more years of service with Clackamas County are eligible to have medical premiums paid until they reach Medicare eligibility.
 - ▶ PERS eligible POA or command staff retirees with more than 10 but less than 15 years of service with Clackamas County are eligible to have 1 year of medical premiums paid for each year of service, but no later than Medicare eligibility.
- ▶ Medical benefits are administered by William C. Earhart Co.
- ▶ Dental benefits are administered by Clackamas County
- ▶ You may maintain the *same* medical, dental and EAP coverage you have as an active employee until age 65 or you may change your plan elections upon retirement.
- ▶ When you turn 65:
 - ▶ Your medical and dental coverage will end, and you will need to seek coverage elsewhere. Earhart will provide resources.

Medicare Eligibility

County's Medicare plans: Higher premiums/ Lower out-of-pocket costs

Those who qualify for Medicare are:

- ▶ Age 65 or older
- ▶ Received Social Security Disability for 2 years
- ▶ Have end-stage renal kidney disease



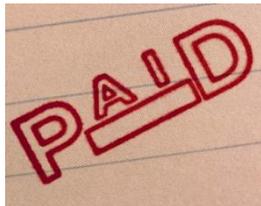
****Must enroll in Parts A & B***



Questions about Medicare options? One-on-one meeting with me and/or SHIBA.

Premiums and Payments

- ▶ Premiums are based on actual costs and structured by tiers (single, married, single w/children or family).
- ▶ Payment may be made by check or auto pay - *you will not receive a monthly billing statement from the County.*
- ▶ Notices of changes are sent with annual Open Enrollment statement.
 - ▶ *(unless there is a rare exception to the “rule” and a notice is sent mid plan year)*



2016 Premiums

► *Monthly Health Insurance Premiums for 2016:*

General County Medical - under the age of 65:

Providence Personal Option: \$647.00/single

Providence Open Option: \$664.00/single

Providence \$1,000 Deductible: \$578.42/single

Kaiser: \$616.39/single

Kaiser \$1000 Deductible: \$463.26/single

POA Medical - under the age of 65:

Providence Personal Option: \$573.00/single

Providence Open Option: \$584.00/single

Providence \$1,000 Deductible: \$578.42/single

Kaiser: \$614.25/single

Kaiser \$1,000 Deductible: \$463.31/single

**Retiree Medical Fund members may have subsidized rates*



2016 Premiums

▶ Monthly Health Insurance Premiums for 2016:

Dental:

ODS Incentive: \$90/single (\$68 for POA)

ODS Preventive: \$78/single (n/a for POA)

ODS 50% Plan: \$37/single (n/a for POA)

Kaiser: \$96.48/single (General County and POA)

Medicare Plan Premiums:

Providence Medicare Extra: \$332.00*

Kaiser Senior Advantage: \$364.26*

**Does not include Medicare Part B premium (\$121.80 paid to Social Security)*



Senior Health Insurance Benefits Assistance (SHIBA)

The SHIBA program uses trained and certified community volunteers to help older adults and persons with disabilities understand their health insurance benefits and make informed decisions.

Volunteers work one-on-one to help people with Medicare and those who will soon be eligible for Medicare to increase beneficiaries' knowledge about benefits selection, billing issues, and appeals. In addition, group education is provided through public events, presentations, and enrollment workshops.

Volunteers provide assistance to beneficiaries during the Medicare open enrollment process.

- ▶ SHIBA Helpline in Clackamas: 503-655-8269
- ▶ State SHIBA hotline: 1-800-722-4134



Election Period

- ▶ Election packet will be sent out to you after the personnel action form has been distributed
- ▶ Completed enrollment forms must be returned within 60 days of retirement or date of notice from Clackamas County (whichever is later)
- ▶ Coverage is *not* continued by Clackamas County during this 60 day period
- ▶ Coverage will be reinstated and retro activated when completed form and first month's premium are received by Clackamas County



Eligible Dependents

If you elect County retiree coverage, dependents enrolled on your coverage at the time of retirement may continue on retiree coverage also.

Dependents are:

- ▶ Spouse or domestic partner
- ▶ Children under the age of 26
- ▶ Unmarried disabled children (if disabled prior to age 21)



Changes to Coverage

- ▶ Retirees are eligible to make changes to their coverage during the year for qualified life event. Changes must be reported within 60 days of the status change.
- ▶ Changes can be made if retiree moves out of plan area.
- ▶ Retirees are eligible to make changes annually during the fall Open Enrollment (November). Changes effective January 1st of the coming year.



Loss of Coverage

- ▶ Coverage terminates from failure to pay premiums in the month in which they are due (30 day grace period)
- ▶ Voluntary termination of coverage must be provided by written notice with signature and date at least *1 month prior* to coverage termination date



What happens to my other coverage?

Some coverage options can be converted to individual policies. You will need to contact the providers directly:

- ▶ Group Term, Dependent & Universal Life Insurance
- ▶ Long Term Care (UNUM)
- ▶ Voluntary Benefits (AFLAC, Liberty Mutual, Hyatt Legal)
- ▶ HRA VEBA



Other coverage options will discontinue at retirement:

- ▶ AD&D
- ▶ Short-Term and Long-Term Disability
- ▶ Flexible Spending Account (COBRA continuation is possible)

Vacation and Sick time



▶ **Vacation:**

- ▶ Remaining Vacation time up to the annual maximum is included on your final check.
- ▶ If you are enrolled in the HRA VEBA, your vacation time over the annual maximum will be paid into your HRA VEBA account. (AFSCME-CCOM/WES/DTD and EA only; not available for Non-Rep or POA)
- ▶ Option of having vacation from final paycheck go to your deferred compensation account (457B)

▶ **Sick time:**

- ▶ Does not pay out on your final paycheck.
- ▶ May factor into your final average salary calculation for tier 1 & tier 2 PERS.

After Retirement

If enrolled in retiree health insurance, keep the Benefits Department updated with your contact information and address for:

- ▶ notification of changes at Open Enrollment
- ▶ assistance with insurance issues
- ▶ transition to a Medicare plan when you or your dependent becomes eligible.
- ▶ retiree wellness opportunities



Importance of Planning for Retirement

- ▶ Income sources:
 - ▶ PERS pension
 - ▶ Other employer sponsored retirement accounts
 - ▶ Social Security
 - ▶ Personal savings
 - ▶ Post-retirement employment
- ▶ Expenses:
 - ▶ Basic living expenses
 - ▶ Travel and recreation
 - ▶ Where do you want to live?
 - ▶ Health insurance
 - ▶ Other



Importance of Planning for Retirement

Retirement Readiness. (Wednesday, October 19): Noon-1 & 1-2 pm. PSB 369A. Wendy Stefani, VOYA representative, presents information how to plan for your PERS, social security, and deferred comp working together to provide your retirement income. Please register with sfalk@clackamas.us.



Key Online Resources

- ▶ PERS: www.oregon.gov/PERS
- ▶ Social Security: www.socialsecurity.gov
- ▶ SHIBA (Senior Health Insurance Benefits Assistance):
www.oregonshiba.org
- ▶ Medicare: www.medicare.gov
- ▶ Healthcare.gov: www.healthcare.gov
- ▶ Risk & Benefits page: <http://www.clackamas.us/des/benefits.html>



Contact Information

- **Jason Morrill - Clackamas County DES**

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 - Health Insurance Questions



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 - Deferred Compensation Questions