

Retirement Insurance Benefits

Onondaga County
Department of Personnel
Employee Benefits Division
2018

Introduction

- ▶ During this presentation we will present an overview of the retiree insurance benefits and try to address some of your questions.
- ▶ We encourage you to call the Employee Benefits Department at 435-3498 **at least 3 months prior to your retirement** to ensure a smooth transition to the correct retiree insurance plan.

Eligibility

Tiers 4 and below:

- ▶ Must be at least age 55 with five (5) years of service with Onondaga County

Tiers 5 and above:

- ▶ Must be at least age 55 with ten (10) years of service with Onondaga County

OR (for all tiers):

- ▶ Have five (5) years of service with Onondaga County and be eligible to receive a retirement benefit through the NYS Retirement System at the time of separation – regardless of age

OR

- ▶ Must be at least age 55 with five (5) years of service with Onondaga County and be eligible to receive a retirement benefit under TIA-CREF.

Retiree Health Insurance

- ▶ **MVP HMO** – the same plan that is offered for active County Employees. Non-Medicare Eligible retirees may choose to enroll in this plan at retirement.
- ▶ **OnPoint** – Non-Medicare Eligible retirees may choose to enroll in the retiree OnPoint plan. If you choose the OnPoint retiree plan, coverage will convert to the former OnPoint plan design, with the \$17 co-pays for most medical services. **You will still have prescription and vision coverage.** Your Retiree OnPoint prescription co-pays will be as follows:

Retail (30 day supply):

Generic:	\$7 Copayment
Preferred Brand:	25% \$20 Min/\$100 Cap
Non Preferred Brand:	35% \$35 Min/\$125 Cap

Mail Order (90 day supply):

Generic:	\$7 Copayment
Preferred Brand:	\$20 Copayment
Non Preferred Brand:	\$40 Copayment

Retiree Health Insurance (Continued)

- ▶ **Medicare Advantage Plan.** For *most retirees and dependents eligible for Medicare either through age (65) or disability.

The Onondaga County Medicare Advantage plan for 2018 consists of:

Medicare Part C Supplemental medical coverage through **Aetna**

Medicare Part D Prescription plan through **UnitedHealthcare.**

The **Aetna Medicare Part C** plan covers the remainder of your medical bills secondary to Medicare A and B for providers which accept Medicare. Most medical services have a zero co-payment.

The **UnitedHealthcare Part D** plan will cover your prescriptions. There will be a co-payment required, and you can fill your prescriptions either through the retail pharmacy or through the OptumRx Mail Order program.

Information on the Medicare Advantage plan will be sent prior to your enrollment.

When does my current coverage end?

- ▶ Your active health and dental insurance terminates the end of the month in which you retire. Once you have submitted your retiree enrollment form, retiree health insurance will begin the first of the month after retirement.
- ▶ Through COBRA you can continue dental coverage for up to 18 months; however you are responsible for the payment of the entire premium plus 2% administration costs.
- ▶ Information regarding your COBRA rights, including pricing and instructions to enroll, will be mailed by LBS, our COBRA administrators.

Health Coverage Cost

How much will my health coverage cost?

Currently the premium contribution level for new retirees is approximately 15% of the OnPoint Premium Equivalent Rate (PER) per month.

2018 monthly Retiree rates:

Single Coverage = \$86.41

Family Coverage = \$246.08

What is the Premium Equivalent Rate (PER)?

The PER is the calculated cost of insuring an individual/family.

This number can change yearly, as it is re-calculated each year.

Billing Procedures

- ▶ Once your retirement choice has been processed you will receive a billing each month from Lifetime Benefit Solutions (LBS). They are the administrators of Onondaga County's retirement premium billing as of 1-1-18.
- ▶ You can also authorize a deduction from your retirement check. The form is included in your retiree packet which will be sent by the EB dept. when you apply for your retiree insurance benefits. **You must wait to send this form until you have your permanent retirement number from the NYS Retirement System**, which could take 4-6 months (we cannot use registration number). Until then you will be billed by LBS. Incomplete forms for pension deduction cannot be processed, and will be sent back to you. **It can also take several months for NYS to set up your pension deduction once you turn in your form to EB.** Please verify that your deduction has come out of your pension before you stop paying premiums to LBS.
- ▶ Billing for COBRA dental coverage is also administered by LBS.
- ▶ Bills for Retiree insurance premiums and COBRA will come separately as they are sent from different departments within LBS.

How do I enroll in COBRA dental?

▶ Lifetime Benefits Solutions (LBS) will send a packet with information on enrolling in COBRA coverage. Wait until you receive this packet, complete the enclosed application and return it with a check for your first month's premium to LBS at the address provided.

▶ 2018 monthly rate for COBRA dental:

Single **\$36.15**

Family **\$96.30**

Medicare Eligibility

According to the rules of the Onondaga County retiree plan, anyone on your retiree health policy is required to enroll in Medicare parts A and B when eligible either by age (65) or disability. For those collecting SSI/SSD, the Medicare A and B enrollment is usually automatic. For those NOT collecting SSI/SSD – members MUST contact Social Security to complete the enrollment. It is advised that the Medicare Eligible member sign up as soon as possible (up to 3 months in advance of the eligibility date) as delay in this enrollment can delay your plan materials which are needed for a smooth transition to the correct coverage. If you, or a member on your active employee plan is eligible for Medicare either due to age or disability, please contact the Employee Benefits office 3 months in advance of your retirement, as the County will need to provide paperwork for your Medicare enrollment to Social Security to avoid penalty.

Medicare Eligibility (Continued)

- ▶ **For those members with 2 or less on their retiree health insurance policy**, the Medicare eligible member will be moved to the county Medicare Advantage program, while the other non-eligible member will remain with OnPoint until their Medicare eligibility date, when they too would be moved to the Medicare Advantage plan.
- ▶ **For those with 3 or more members on the retiree policy**, OnPoint coverage will begin to pay as secondary to Medicare A and B for the eligible member upon the Medicare effective date. All family members will remain on OnPoint until there are only 2 members left on the policy. At that time the Medicare eligible member(s) will move to the Medicare Advantage plan.

Medicare Q & A

Q: What happens if an eligible member declines Medicare parts A and/or B?

A: Penalty will be assessed & the Medicare eligible member will be charged what Medicare would have paid, as Onondaga County will only pay secondary to Medicare.

Q: What if myself or my dependent is eligible due to disability but not yet 65 – do we still need to sign up?

A: **Yes** – anyone on the retiree plan who is Medicare eligible for **any** reason at **any** age must sign up for Medicare A & B, or the plan penalty as stated above will be applied.

Q: I have a disabled dependent/spouse on my employee policy now. How do I know if they are eligible for Medicare?

A: You will need to contact the Social Security office to check. If the member is eligible for Medicare A and B and they do not enroll once you are on the retiree plan, penalty will be assessed.

Medicare Q & A (Continued)

Q : Will the premium for those eligible for Medicare be the same?

A: If you had single coverage before the change, there will be no difference to your premiums once you begin the Medicare Advantage plan. For those with 3 or more members on the policy, there will be no change to the family OnPoint rate. For those with 2 on the plan, the policy will be split into (2) separate policies as the Medicare eligible member moves to the Medicare Advantage plan. Billing will drop to a lower rate, as the rate for 2 single policies is less than the family rate. You will however, have a premium due to Social Security for Medicare Part B. This premium is income dependent. You should contact Social Security with Part B premium questions.

Q: Will I need to do anything to adjust my payment if the rate changes to (2) single policies?

A: In most cases the adjustment will be done by the county. Onondaga County will update LBS if you are billed, and will notify the NYS Retirement System of the lower rate if you are set up for pension deduction. If you have direct debit (ACH) from your bank account through Lifetime Benefit Solutions you will need to contact them to update your ACH.

Other Important Info

- ▶ If your spouse who is currently enrolled under the Onondaga County Benefit Plan is eligible for health insurance through any other employer and/or group sponsored health plan, **he/she must enroll in that plan** in order to be eligible for benefits under the Onondaga County Retiree Benefit Plan.
- ▶ Please notify Employee Benefits once your spouse enrolls in their employer coverage. OnPoint does coordinate with other insurances.

Changes

- ▶ You will be able to change your coverage to an individual plan at any time. You CANNOT change from individual to (or back to) a family plan after retirement.
- ▶ Any retiree (except those who are Medicare eligible and on the MA plan) will have the opportunity to change between plan options offered to County enrollees (OnPoint vs. HMO) during the annual open enrollment period. Notification will be sent to the current address on file. Please be sure to update your address with Employee Benefits if you move.

How do I notify Employee Benefits?

- ▶ You will need to complete a “Onondaga County Employee Benefits Enrollment” form, which you can get from your payroll clerk or the EB office. **Be sure to complete the form listing your retirement date, and ALL members currently on your plan whom you want on your retiree health insurance.** Answer all questions on the application, especially those in relation to disability status and Medicare eligibility so we can make sure all members are enrolled in the correct plan. Please turn the form in to your payroll clerk to complete the top section, then forward to the Employee Benefits Dept.
- ▶ **If you or your dependent(s) are Medicare eligible at the time of retirement (age 65, or collecting Social Security Disability) please speak with the Employee Benefits Department 3 months in advance as there is paperwork needed to enroll in Medicare A and B without penalty.**

What if I move?

- ▶ **You must always keep Employee Benefits informed of your correct mailing and permanent addresses.** Once we have the address change we will notify the health and billing administrators. **Without a correct mailing address, the county is unable to inform you of any changes to benefit administrators which can happen from year to year. It may also prevent ID cards, or invoices for coverage from being delivered, which can affect your coverage.**
- ▶ For OnPoint retirees, as long as you pick an Excellus provider in any area, claims will be paid as a “Level One” In network claim. To check nationwide provider directory, you can search online at www.excelluscbs.com, or call 1-800-796-6747
- ▶ If you are enrolled in the Medicare Advantage plan, some MA vendors have “in area” vs. “out of area” plans. Coverage will be the same, but new ID cards may be issued.

What if I live out of state for part of the year?

- ▶ Again, you must notify the Employee Benefits department. We can adjust your records to show that you are temporarily out of the area.

Are there any survivor rights to my health benefits?

- ▶ After the death of a retiree on the plan, the remaining spouse/dependents are given 3 free months of coverage.
- ▶ If you have been employed by Onondaga County for at least 10 years, then your spouse/dependents may continue to carry the insurance benefit. There is a slight increase in the monthly premium for survivors (20% of premium rate vs 15% for retirees).
- ▶ If you have not been employed by the County for 10 years, after the free period your spouse/dependents may continue to carry the plan using their COBRA rights (3 year limitation).

Where to find coverage details

Q: Where can I get more information on the County Retiree insurance coverage?

A: More detailed information on OnPoint and the Medicare Advantage plans is available on the Ongov website (www.ongov.net)

Click the link on top of page for “Departments”, then “Employee Benefits” in the alpha directory, then “Retiree Health Care”.

Contacts

- ▶ Employee Benefits Division 315-435-3498
- ▶ Onpoint Customer Service 1-800-796-6747
- ▶ ProAct Pharmacy(OnPoint plan) 1-877-622-8440
- ▶ ProAct Mail Order 1-866-287-9885
- ▶ Davis Vision 1-800-999-5431
- ▶ LBS (Retiree Billing/COBRA) 1-877-359-7840
- ▶ UMR (COBRA dental insurance) 1-800-826-9781
- ▶ Aetna 1-800-307-4830
- ▶ UnitedHealthcare 1- 888-556-6648
- ▶ OptumRx 1-888-279-1828