



Overview of Retiree Medical Benefits

Employee Benefits Department
April 18, 2019



■ Agenda

- Retiree Medical Benefits
- How to Qualify
- Medicare Overview
- Medicare Part B Reimbursement
- Cost of Retiree Medical
- Options for Retirees Living Out-of-State
- Retiree Medical Enrollment Session
- Retirement Planning Checklist
- Questions



■ Retiree Medical Benefits

- County of Santa Clara provides a premium contribution equivalent to 100% of the Kaiser plan for retiree-only (single) coverage.
- Executive Managers benefit is equivalent to 100% of the lowest cost plan.
- Retirees pay the difference for enrollment in a higher cost plan.
- Retirees pay the premium cost for coverage for spouse and/or children.



■ **Qualifying for Retiree Medical Benefits**

Hire Dates	Years/ Days of Service Required
Before 08/12/1996	5 years / 1,305 days
Between 08/12/1996 and 06/18/2006	8 years / 2,088 days
On or after 06/19/2006*	10 years / 2,610 days
*Refer to your MOU if hired in 2013 or later	15 years / 3,915 days



■ Qualifying for Retiree Medical Benefits

- Must retire from CalPERS and the County on the same date.
- Enrollment in retiree medical coverage is not automatic.
- Schedule and attend a Retiree Medical Enrollment Session 30 – 60 days prior to your retirement date.



■ Medicare Overview

- Most individuals become eligible for Medicare when they turn 65
 - 7-month Initial Enrollment Period to sign up for Part A and/or Part B.

- Medicare covers services and supplies considered medically necessary to treat a disease or condition.
 - Medicare Part A covers hospital services
 - Medicare Part B covers physician services
 - Medicare Part D covers prescription drugs

- For information about Medicare
 - www.medicare.gov
 - 1-800-MEDICARE



■ Medicare Overview

- Retirees and/or their spouse eligible for Medicare parts A & B must enroll.
- Retirees and/or spouse must **NOT** enroll in the Medicare Part D – prescription drug program.
- Notify Employee Benefits as soon as enrolled in Medicare.



■ How to Enroll in Medicare

- Apply online through Social Security.
 - <https://www.ssa.gov/medicare/apply.html>
- Visit your local Social Security office.
- Call Social Security at 1-800-772-1213.



■ Medicare Part B Reimbursement

- Retirees who were Executive Managers or represented by UAPD as active employees are not eligible.
- Retirees are eligible if:
 - Elected medical plan costs less than the County benefit or retiree waived coverage.



■ Medicare Part B Reimbursement

- To be enrolled in the program, retirees must:
 - Provide a copy of their Medicare Card.
 - Provide documentation of Medicare Part B premium cost.
 - Complete a Statement of Understanding.
 - Enroll in a Medicare coordinating medical plan or waive medical coverage.



■ Cost for Retiree Medical

- See Retiree Premium Rate Sheet handout
 - Note that VHP “Classic” plan rates include a partial subsidy
- Premium payment is made via a monthly deduction from your CalPERS pension check



■ Options for Coverage Out-of-State

- Health Net
- Payment In-Lieu Program



■ Payment In-Lieu Program

- Available to retirees permanently residing outside of California or the U.S.
- Must waive enrollment in a County sponsored medical plan
- Must provide proof of enrollment in any other medical plan



■ Payment In-Lieu Program

- Payment issued quarterly
- Benefit amount is equivalent to 100% of the County benefit for medical coverage
- Amount is taxable
 - 1099 form is issued after the end of each calendar year



- Changing Medical Plans After Retirement
 - Qualifying events
 - Open Enrollment
 - May 1st – 31st



■ Survivor Coverage

- The County offers survivor coverage under the following conditions:
 - Spouse/child(ren) covered on the retiree's medical plan at the time of death
 - Spouse/child(ren) must pay 100% of the premium cost in a timely manner
- The County does not contribute to survivor coverage



- Options for Benefits NOT Provided by the County
 - Dental
 - Vision
 - Life
 - Accidental Death & Dismemberment
 - Long-Term Disability



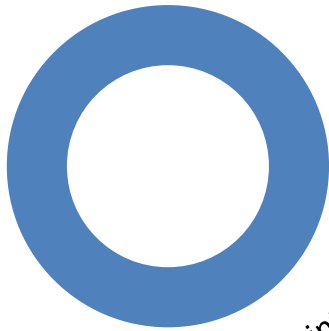
■ Retiree Medical Enrollment Session

- Session provides:
 - Overview of retiree medical benefits
 - Completion of County forms
 - Completion of medical plan forms
 - COBRA information
 - Deferred Compensation information

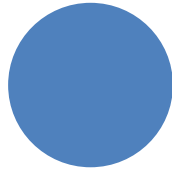


Retirement Planning Checklist

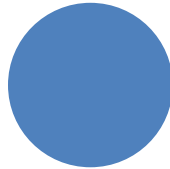
Submit Retirement Application to CalPERS. 120 days before retirement.



Schedule appointment to attend Retiree Exit Interview. 1-2 months.



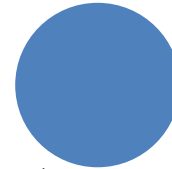
Apply for Medicare A & B, if you are over age 65. 1-2 months.



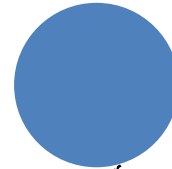
Attend Exit Interview. 1-2 months before retirement.



Inform your Supervisor/Manager of your retirement date. 1 month - 2 weeks



Inform your department Employee Service Center. 1 month - 2 weeks.





■ Contact Us

– Employee Benefits Department

– Address:

400 Race St, Suite 201
San Jose, CA 95126

– Phone:

(408) 970-2600 or
(800) 541-7749 – toll free

– Email:

benefits@esa.sccgov.org