

Health Insurance Planning for Retirement Class



Health Insurance: Your Options When You Retire

Office of Human Resources, Montgomery County Government

2023 Retirement Class Schedule



Office of Human Resources
Health and Well-Being Division

Health Insurance Benefits at Retirement Registration Instructions

There are 3 Retirement classes that an ERS (Pension) plan employee must attend in order to retire from the County, and there are 2 Retirement classes that an RSP, GRIP or MD State plan employee must attend in order to retire from the County. These classes are offered monthly.

ERS (3) - Retirement Plan Codes A, E, F, G, H, J

1. ERS Retirement Planning for Retirement Class - Groups A, E, F, G, H, J
2. Health Insurance Planning for Retirement Class
3. Enrolling in Health Insurance Benefits at Retirement Class**

RSP, GRIP, MD State (2) - Retirement Plan Codes RN, RM, RC, RP, CN, CM, T

1. Health Insurance Planning for Retirement Class
2. Enrolling in Health Insurance Benefits at Retirement Class**

**NOTE: A health insurance packet will be mailed to your home address prior to the class date.

SPACE IS LIMITED! YOU MUST REGISTER TO ATTEND A CLASS!

To register via the ePortal: <https://ex01.montgomerycountymd.gov>

1. Select Employee Self Service (ESS).
2. Select Go to Employee Self Service.
3. Select MCG HR Employee Self-Service.
4. Scroll down to Learner Access: Learning and click on Learner Home.
5. In the Search bar enter "Health Insurance".
6. Locate the desired class, then Click the icon (yellow envelope) below the Enroll field.
7. Review the enrollment details, then click the "Apply" button.

Class Location: Virtual, MS Teams Class Time: 11:00am to 1:00pm

To Attend: Click the purple "Join" link sent to your Outlook calendar to join the meeting. Or, you may dial the phone number in your calendar invite to join the meeting. If you need assistance with downloading Microsoft Teams on your cell phone, mobile device, or computer, please contact the Help Desk at (240) 777-2828.

If you need assistance with the registration process, please contact the OHR Training Team at (240) 777-5116.



2023 Health Insurance Planning for Retirement and Enrolling in Health Insurance Benefits at Retirement Monthly Class Schedule

Health Insurance Planning for Retirement Class - This class provides information on group health and life insurance election options at retirement. Topics covered include: Retiree Term Life Insurance, Cost Sharing Arrangements, Survivor Benefits, Social Security and Medicare. **You may bring a guest.**

2023 Health Insurance Planning for Retirement Class Dates

Jan. 18 th	May. 17 th	Sep. 20 th
Feb. 15 th	Jun. 21 st	Oct. 18 th
Mar. 15 th	Jul. 19 th	Nov. 15 th
Apr. 19 th	Aug. 16 th	Dec. 20 th

Enrolling in Health Insurance Benefits at Retirement Class - In this class you will complete all required group health insurance forms to elect insurance coverage for you and any eligible dependents at retirement. This class is required for all employees who are ready to retire on the date that coincides with the class date.

Required Documents - A legible photocopy of your birth certificate or U.S. Passport, your State issued marriage certificate, as well as a birth certificate for each eligible dependent child.

2023 Enrolling in Health Insurance Benefits at Retirement Class

(Prerequisite: Health Insurance Planning for Retirement Class)

If Your Retirement Date Is...	Your Class Date Is...
January 1, 2023	November 2, 2022
February 1, 2023	December 7, 2022
March 1, 2023	January 4, 2023
April 1, 2023	February 1, 2023
May 1, 2023	March 1, 2023
June 1, 2023	April 5, 2023
July 1, 2023	May 3, 2023
August 1, 2023	June 7, 2023
September 1, 2023	July 5, 2023
October 1, 2023	August 2, 2023
November 1, 2023	September 6, 2023
December 1, 2023	October 4, 2023
January 1, 2024	November 1, 2023
February 1, 2024	December 6, 2023



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What Happens to Your Insurance?

Generally, you may take your health and life insurance with you into retirement. It is the same coverage offered to active employees, except the following plans are not offered:

- **EyeMed Vision Plan**
 - Discount Vision Plan Offered to all Retirees
 - Full Vision Plan offered to members of the Fraternal Order of Police (FOP) Retirees Only
 - Full Vision Plan offered for 18 months through COBRA to Non-FOP Retirees
- **Cigna DHMO**
 - Not offered to retirees
 - Cigna PPO plan is offered to retirees
- **Flexible Spending Accounts (FSA's)**
 - End at retirement
 - Reimbursement for services incurred prior to retirement date



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What is the Difference Between the two CareFirst BCBS Medical Plans?

	Kaiser Permanente HMO + Rx www.kp.org	United HealthCare Select HMO www.myuhc.com	CareFirst Blue Choice Advantage Standard (POS) www.carefirst.com	CareFirst Blue Choice Advantage High (POS) www.carefirst.com
Dr. Office Visits PCP/Specialist	\$5 copay	\$5 copay / \$10 copay	In-Network: \$15 copay / \$30 copay Out-of-Network: 80% covered after deductible.	In-Network: \$10 copay Out-of-Network: 80% covered after deductible.
Virtual Visits	Covered in full.	\$5 copay / \$10 copay	In-Network: \$15 copay / \$30 copay Out-of-Network: 80% covered after deductible.	In-Network: \$10 copay Out-of-Network: 80% covered after deductible.
Urgent Care	\$5 copay	\$15 copay	Covered in full.	Covered in full.
Emergency Room	\$50 copay, waived if admitted	\$25 copay, waived if admitted	In-Network: \$35 copay, waived if admitted Out-of-Network: 80% covered after deductible	In-Network: \$25 copay, waived if admitted Out-of-Network: 80% covered after deductible
Inpatient Hospitalization	Covered in full.	Covered in full.	In-Network: \$150 copay per admission Out-of-Network: 80% covered after deductible	In-Network: Covered in full Out-of-Network: 80% covered after deductible
Prescriptions	\$5 copay at Kaiser pharmacy \$15 copay at other participating pharmacies (Mail Order Maintenance Program - 1 x copay for 90 day supply)	None, except for diabetic supplies	In-Network/Out-of-Network: None, except for diabetic supplies	In-Network/Out-of-Network: None, except for diabetic supplies



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What are the differences and who is eligible for the High Option and Standard Option Prescription Plans?

	High Option \$4/8 Only <u>MCGEO</u> employees can enroll in this High plan	High Option \$5/10 Only <u>FOP</u> employees can enroll in this High plan	Standard Option All employees can enroll in this Standard plan
Copay	\$4 Generics \$8 Brand Name	\$5 Generics \$10 Brand Name	\$10 Generics \$20 P/Brand Name \$35 NP/Brand Name
Deductible	n/a	n/a	\$50/year
Mail Order	Yes	Yes	Yes
Maintenance Choice	Yes	Yes	Yes
Covered Drugs	Same	Same	Same



When are you Eligible for Retiree Group Insurance?



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Eligibility

If you are a member of the optional or integrated plan under the **Montgomery County Employees' Retirement System (ERS)** and retire under a normal, early, disability or discontinued service retirement, you are eligible for health insurance benefits. However, you are not eligible for health insurance if you leave County service prior to retirement eligibility with a deferred vested benefit payable upon your normal retirement date.

If you belong to Group...	Early Retirement: At least...		Normal Retirement: At least...	
	Years of Service	Age	Years of Service	Age
A, AB, AK, AS, AT, AZ, H, HK, HZ, UK, UZ	15	50	5	60
	20	45	30	55
A/H (SLT or Police TCC Supervisor or Non-Supervisor)	N/A	N/A	30	50
E, EK, EZ, JK	15	45	15	55
	20	41	25	46
F, FK, FZ	15	45	15	55
	20	41	25	Any
DRSP Entry	N/A	N/A	25	46
G, GK, GZ	N/A	N/A	15	55
	N/A	N/A	20	Any
DROP Entry	N/A	N/A	Eligible for normal retirement.	



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Eligibility

If you are a member of the Montgomery County Elected Officials' Plan (EOP, Group ZK), the Retirement Savings Plan (RSP, Group RN, RM, RC, RP), or the Guaranteed Retirement Income Plan (GRIP, Group CN, CM, CC, CP, CZ) and **hired before July 1, 2011**, you are eligible for health insurance upon separation from service if your age and credited service under a County Retirement Plan at the time of separation from service meet the following...

RSP, GRIP, and State of Maryland Retirement Plans

If you belong to Group...	And have credited service of at least...	And your age is at least...
CC, CM, CN, CZ, RC, RM, RN, ZK	5 years	60
	15 years	50
	20 years	45
RP, CP – Police, Corrections, Sheriff	15 years	45
	20 years	41
RP, CP – Fire	20 years	Any age



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Eligibility

If you are a member of any County retirement plan and hired or rehired as a permanent employee on or after July 1, 2011, you must have at least 10 years of County service (credited under a County retirement plan), to be eligible for health insurance continuation when you leave County service. All other eligibility criteria remain the same as for employees hired before July 1, 2011 in the previous charts (e.g., must have 15 years of credited service and be at least 50 years old).

RSP, GRIP, and State of Maryland Retirement Plans

If you belong to Group...	And have credited service of at least...	And your age is at least...
CC, CM, CN, CZ, RC, RM, RN, ZK	10 years	60
	15 years	50
	20 years	45
RP, CP – Police, Corrections, Sheriff	15 years	45
	20 years	41
RP, CP – Fire	20 years	Any age



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What Documents are Required to Enroll in Retiree Group Health Insurance?



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Documents Required to Prove Eligibility

Please Provide 1 Copy of the required documents listed below even if previously provided:

- **Retiree:** State certified birth certificate, or U.S. Passport, or DD-214 (military discharge form) for identification purposes.

If Electing Group Insurance Coverage for a Dependent:

- **Spouse:** Official State Marriage Certificate (must be signed by the appropriate State or County official, such as the Clerk of the Court),
- **Domestic Partner:** The Domestic Partner Affidavit Form submitted to OHR prior to 2016.
- **Child** to age 26: Proof of child's age (official State birth certificate).
- **IMPORTANT NOTE:** Marriage certificates signed by the officiant that performed the ceremony (e.g. minister/clergy) will not be accepted. A Driver's License or Social Security card will not be accepted.

Go to: www.vitalchek.com to order the required documents that you are unable to locate.



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Proof of Eligibility (cont.)

Official State Marriage Certificate (certified by appropriate State or County Official)

Certificate of Marriage
State of Maryland
MONTGOMERY COUNTY (15)
LICENSE NO. 157129
I *Hereby* Certify that on the 18th day of September 1993
the following persons were by me united in marriage at Bethesda, Maryland
in accordance with the License of the Clerk of the Court in the jurisdiction shown above.
Groom's Name Bruce Walter Dennis Age 35 Birthplace Maryland
Residence Germantown, Montg. Co., Md. Marital Status Single
Bride's Name Francesca LaSonya Wallace Age 29 Birthplace D. C.
Residence Rockville, Montg. Co., Md. Marital Status Single
Relationship to groom if any None
Groom's S.S. No. _____ Signature of Authorized Officer *Leon Grant*
Bride's S.S. No. _____ Title and Office Pastor, Mount Calvary Baptist Church
License Date Sept. 15 19 93 608 North Horners Lane, Rockville, Maryland
523/181 Address of Authorized Officer

Not Acceptable

Office of the Clerk of the Circuit Court for Montgomery County, Md.
State of Maryland Montgomery County, Sct.
I HEREBY CERTIFY, That a Marriage License was issued to
Bruce Walter Dennis Age 35 Marital Status Single
Francesca LaSonya Wallace Age 29 Marital Status Single
on the 15th day of September in the
year one thousand nine hundred and ninety-three, as appears
by the Record of Marriage Licenses of this office. Liber 523 Folio 181
And I further certify that a certificate of Marriage was returned to this office on
September 20, 1993, by Leon Grant Minister or
showing that he married the above named parties at Bethesda, MD Authorized Official
on September 18, 1993
In Testimony Whereof, I hereunto subscribe my name and
affix the seal of the Circuit Court for Montgomery County,
at Rockville, Maryland, this 27th
day of September A. D. 19 93
Bettie A. Skelton
Bettie A. Skelton
Clerk of the Circuit Court for Montgomery County
RAS #105

Acceptable



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How Much Will You Pay For Insurance?

If your most recent hire date was before January 1, 1987, you have a choice of premium cost shares:

A) **Elect the 80/20 cost share** – 80% of your premium is paid by the County and 20% by you for the length of time you were eligible for health insurance. You or a surviving family member will be responsible for 100% of the premium at the end of that time period.

*Example: if you were eligible for health insurance for 20 years and 6 months and were retiring on 12/1/2023:
12/1/2023 + 20 and 6 = June 1, 2044 @ 100% OR*

B) **Elect the lifetime 70/30 cost share** – 70% paid by the County and 30% paid by you. The County will always contribute 70% toward your health insurance coverage. (*The percentage will depend upon your actual length of County service as described in the next slide.)

The premium cost share election is a one-time irrevocable choice.



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How Much Will You Pay For Insurance?

If your most recent hire date was on or **after** **January 1, 1987 but before July 1, 2011**, then the cost share arrangement at right applies to you.

Note: “Years” refers to years of eligibility under the health insurance plan; it does not include any transferred or purchased service, or any sick leave converted to credited service for ERS purposes.

Years of Service	Employee Share
5	50%
6	48%
7	46%
8	44%
9	42%
10	40%
11	38%
12	36%
13	34%
14	32%
15+	30%



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How Much Will You Pay For Insurance?

The cost share arrangement shown at right applies to you if your most recent hire date was **on or after July 1, 2011**.

Note: “Years” refers to years of eligibility under the health insurance plan; it does not include transferred or purchased service, or any sick leave converted to credited service for ERS purposes.

Years of Service	Employee Share
10	50%
11	48.67%
12	47.34%
13	46%
14	44.67%
15	43.34%
16	42%
17	40.67%
18	39.34%
19	38%
20	36.67%
21	35.34%
22	34%
23	32.67%
24	31.34%
25+	30%



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RETIREE GROUP INSURANCE MONTHLY RATES
30.00% Cost Share
 Effective January 1, 2023

2023 Retiree Monthly Rate Sheet

30% Cost Share

HEALTH PLANS	Non-Medicare			Medicare Only			Non-Medicare & Medicare Split ¹	
	Self 30.00%	Self + 1 30.00%	Family 30.00%	Self 30.00%	Self + 1 30.00%	Family 30.00%	Self + 1 30.00%	Family 30.00%
MEDICAL:								
CareFirst High Option POS (medical only)	\$ 209.50	\$ 362.40	\$ 610.22	\$ 112.88	\$ 209.22	\$ 232.63	\$ 265.79	\$ 513.60
CareFirst Standard Option POS (medical only)	\$ 194.83	\$ 337.03	\$ 567.50	\$ 104.99	\$ 194.58	\$ 216.34	\$ 247.19	\$ 477.65
UnitedHealthcare Select HMO (medical only)	\$ 171.49	\$ 329.67	\$ 524.09	\$ 92.40	\$ 188.45	\$ 299.08	\$ 250.58	\$ 445.00
Kaiser HMO (medical with Rx)	\$ 209.45	\$ 393.76	\$ 619.96	\$ 96.30	\$ 192.59	\$ 288.89	\$ 280.61	\$ 506.81
CareFirst Indemnity (medical with Rx discount) ²	\$ 387.56	\$ 825.47	\$ 1,238.27	\$ 200.11	\$ 416.60	\$ 516.53	\$ 638.01	\$ 1,050.81
PRESCRIPTION:								
Caremark Standard Option \$10/\$20/\$35	\$ 70.25	\$ 129.95	\$ 201.39	N/A	N/A	N/A	\$ 144.43	\$ 215.86
Caremark High Option \$5/\$10	\$281.05	\$520.00	\$805.84	N/A	N/A	N/A	\$574.61	\$860.44
SilverScript Standard Option \$10/\$20/\$35	N/A	N/A	N/A	\$ 84.72	\$ 169.45	\$ 254.16	\$ 144.43	\$ 215.86
SilverScript High Option \$5/\$10	N/A	N/A	N/A	\$335.65	\$671.36	\$1,007.02	\$574.61	\$860.44
DENTAL:								
Dental PPO (Traditional Dental Plan)	\$ 12.87	\$ 28.67	\$ 41.26	\$ 12.87	\$ 28.67	\$ 41.26	\$ 28.67	\$ 41.26
VISION:								
Opti-Vision Discount Plan	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
FOP Retirees Vision Plan	\$ 0.82	\$ 1.56	\$ 2.42	\$ 0.82	\$ 1.56	\$ 2.42	\$ 1.56	\$ 2.42

LIFE INSURANCE**		Optional Life Insurance per \$1,000 coverage	
Dependent Life Insurance		Age	100% Monthly Rates
\$2,000/\$1,000	\$0.263	<25	\$0.051
\$4,000/\$2,000	\$1.751	25-29	\$0.058
\$10,000/\$5,000	\$4.377	30-34	\$0.072
		35-39	\$0.081
		40-44	\$0.087
		45-49	\$0.123
		50-54	\$0.181
		55-59	\$0.325
		60-64	\$0.490
		65-69	\$0.930
		70-74	\$1.645
		75-79	\$2.117
		80-84	\$2.117
		85-89	\$2.117
		90-94	\$2.117
		95+	\$2.117
Basic Term Life Insurance			
per \$1,000 coverage	\$0.108		

To determine your total monthly premium, enter the costs for each of your plans

Medical	\$ _____
Prescription	\$ _____
Dental	\$ _____
Vision	\$ _____
Basic Life ³	\$ _____
Dep Life ³	\$ _____
Opt Life ³	\$ _____
TOTAL	\$ 0.00

1 Non-Medicare and Medicare Split rates apply when (at least) one member is Medicare eligible and (at least) one member is non-Medicare eligible. Proof of under age 65 Medicare is required.

2 Only available to retirees who are currently enrolled in the CareFirst BCBS Indemnity Plan (closed to new members). Prescription (Rx) plans (High and Standard Options) are not available to Indemnity Plan participants.

3 Basic Life only available to eligible retirees (not surviving dependents). Optional and Dependent Life insurance are only available to Retirees who had coverage as of the day prior to retirement. Optional and Dependent Life can only be maintained or cancelled completely. Retiree Optional Life Insurance available after age 69 only for individuals who retired on or after January 1, 2016.



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How Do You Pay for Your County Insurance Premiums?

Members of the Employees' Retirement System (ERS): Your health insurance premiums are deducted directly from your pension paychecks. If there are not enough funds to cover the health insurance premiums, the member is direct billed as described below.

Members of the Retirement Savings Plan (RSP) or Guaranteed Retirement Income Plan (GRIP): You are billed directly for your health insurance through the County's third-party administrator, Voya Financial. For more information, contact them at 1-888-401-3539 or www.benstrat.com.

All insurance premiums are paid on an after-tax basis.



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In the Event of Your Death after Retirement

In the event of your death, your spouse will be offered the option to remain on the County's health insurance plan for the rest of his or her life.

The cost share percentage that you choose when you retire remains the same for your surviving spouse and eligible dependents.

Your surviving spouse may only cover other dependents who were eligible for coverage at the time of your death, including an unborn child.



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Medicare



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What Is Medicare?

Medicare is the federal program which acts as the primary insurer for eligible retirees and their dependents. The County's medical plans act as the secondary insurer for Medicare eligible individuals.

Medicare Parts A ([hospital](#)) & B ([medical](#)) are required for full coverage if retired and Medicare eligible due to:

- Age (at age 65),
- Disability (at any age) or
- ESRD (End Stage Renal Disease)



What Is Medicare? (Cont.)

- **Part A (Hospital Insurance)** covers inpatient hospital stays, care in a skilled nursing facility, hospice care, and some home healthcare. There's no monthly premium for Part A for most individuals. It is free if you have worked and paid Social Security taxes for at least 40 calendar quarters (10 years).
- **Part B (Medical Insurance)** covers 80% of most medically necessary doctors' services, outpatient care, medical supplies, and preventive services. You pay a monthly premium for this coverage, and it is required if you want to receive benefits from your County medical plan.
 - *Without Part B, retirees will be responsible for approximately 80% of claim costs that Part B would have covered.*
 - *You cannot continue in the Kaiser plan unless you elect Part B and enroll in the Kaiser Medicare Plus Plan.*
- **Part D (Prescription)** is required if enrolled in the County's prescription drug plan. The County's prescription plan works together with Medicare Part D to maintain your current coverage level; this process is administered through SilverScript.
 - Enrollment in Part D is automatic. You should not elect a separate Medicare Part D plan if enrolled in the County's prescription plan.
 - SilverScript does not apply to Kaiser participants.



When Do You Need to Apply?

Medicare Parts A and B

- **Active Employees** and their covered dependents do not need to enroll in Medicare Parts A or B when they become eligible due to age (65) or disability (at any age). Your County medical plan will continue as primary coverage, for as long as you are an active employee.
- **Retiring Employees** and/or their covered dependents who are eligible for Medicare due to age (65) or disability (at any age), when you retire, will be given the “Request for Employment Information” Medicare form (CMS-L564) to enroll in Medicare Parts A and B effective on your retirement date. At that time, Medicare Parts A and B becomes primary and the County’s medical plan becomes a secondary policy to Medicare.
- **Retired Employees and Their Covered Dependents Approaching age 65** should contact the Social Administration three months prior to their 65th birthday, to initiate enrollment in Medicare Parts A and B. The County will send a courtesy letter to retirees and their eligible spouse, reminding you to enroll in Medicare Parts A and B. Medicare enrollment must be effective on the first day of the month that you and your spouse turn age 65. At that time, Medicare Parts A and B becomes primary and the County’s medical plan becomes a secondary policy to Medicare.

IMPORTANT: *If you or your covered dependents do not apply for Medicare when eligible, you may be charged premium penalties assessed by the Social Security Administration.*



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Medicare Parts A and B:

Part B Premiums Are Based on Income

If your filing status and yearly income in 2021 was...

Your “Adjusted Gross Income” is located on line 11 on your Form 1040.

Individual Tax Return	Joint Tax Return	Married and Separate Tax Return	You Pay each month (2023)
\$97,000 or less	\$194,000 or less	\$97,000 or less	\$164.90
above \$97,000 up to \$123,000	above \$194,000 up to \$246,000	Not applicable	\$230.80
above \$123,000 up to \$153,000	above \$246,000 up to \$306,000	Not applicable	\$329.70
above \$153,000 up to \$183,000	above \$306,000 up to \$366,000	Not applicable	\$428.60
above \$183,000 and less than \$500,000	above \$366,000 and less than \$750,000	above \$97,000 and less than \$403,000	\$527.50
\$500,000 or above	\$750,000 and above	\$403,000 and above	\$560.50



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Medicare Part D: SilverScript and IRMAA

Medicare charges high income retirees the Income Related Monthly Adjustment Amount (IRMAA) because the SilverScript Plan is a Part D plan. If your filing status and yearly income in 2021 was...

Individual Tax Return	Joint Tax Return	Married and Separate Tax Return	You Pay each month (2023)
\$97,000 or less	\$194,000 or less	\$97,000 or less	Your plan premium
above \$97,000 up to \$123,000	above \$194,000 up to \$246,000	Not applicable	\$12.20 + Your plan premium
above \$123,000 up to \$153,000	above \$246,000 up to \$306,000	Not applicable	\$31.50 + Your plan premium
above \$153,000 up to \$183,000	above \$306,000 up to \$366,000	Not applicable	\$50.70 + Your plan premium
above \$183,000 and less than \$500,000	above \$366,000 and less than \$750,000	above \$97,000 and less than \$403,000	\$70.00 + Your plan premium
\$500,000 or above	\$750,000 and above	\$403,000 and above	\$76.40 + Your plan premium



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Life Insurance



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Basic Life Insurance

As an active full-time employee, the face value of your Basic Life Insurance policy is one times your annual salary. The face value at retirement is calculated:

Active life insurance amount multiplied by years of service*
(up to 20 years) multiplied by 5% ($20 \times 5\% = 100\%$ of active life amount)

Example: $\$70,000 \times 20 \times 5\% = \$70,000$

****Years of service is the number of years and months that you were eligible for health insurance coverage; not credited service used for your retirement calculation.***



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Basic Life Insurance (cont.)

- This amount remains the value of your policy for the first 5 years after you retire or at age 65, whichever is earlier.
- Beginning on your 5th retirement anniversary, the value of your policy will reduce by 10% of the initial value; continuing to reduce each year afterwards.
- The face value will never go lower than 25% of the original value.
 - **Example: $\$70,000 \times 25\% = \$17,500$**
- Your policy will reduce automatically to the minimum value on your 65th birthday, and then the County pays the full premium of your life insurance.



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Basic Life Insurance (cont.)

Here is an example of a basic life insurance reduction schedule:

12/1/2023 = \$70,000

12/1/2028 = \$63,000

12/1/2029 = \$56,700

12/20/2029 = \$17,500 **At age 65**

Note: 65th birthday is 12/20/2029 so reduction to 25% would occur on 65th birthday. Basic Life amount will never go lower than 25% of full value.



Imputed Income

For Basic Life Insurance Above \$50,000

- Imputed income affects the amount of Basic Life Insurance above \$50,000.
- If you receive County-provided Basic life insurance with a value equal to or greater than \$50,000 in any given year, the value of the coverage is considered imputed income and is taxable income to you.
- The County will send you a form W-2 every year that your Basic Life insurance value is above \$50,000
- For more information, visit:

http://www.montgomerycountymd.gov/HR/Resources/Files/Benefits/Imputed_Income_Retiree_BasicLife.pdf



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Optional Life Insurance

You may continue Optional Life insurance into retirement provided your coverage was in effect at the time of retirement.

- The coverage remains the amount in effect at the time of retirement.
- The cost is 100% retiree paid.
- Coverage reduces to **50%** at age 70, then to **25%** at age 75.
- The face value will never go lower than 25% of the original value.

Note: If enrolled at the time of retirement, you may continue or decrease coverage at retirement; may not enroll, increase, decrease or add coverage after retirement; can be cancelled at any time. Coverage decreases starting at age 70 for retirees.



Optional Life Insurance (cont.)

Here is an example of an Optional Life insurance reduction schedule:

\$210,000 = 12/1/2023
\$105,000 = 12/20/2034 **At age 70**
\$52,500 = 12/20/2039 **At age 75**

Note: Optional Life value is 3x's salary at retirement (\$70,000 x 3 = \$210,000). Coverage reduces to 50% at age 70, then to 25% at age 75. Optional amount will never go lower than 25% of full value.



Health Insurance: Your Options When You Retire

Office of Human Resources, Montgomery County Government

Dependent Life Insurance

You may continue Dependent Life insurance into retirement provided your coverage was in effect at the time of retirement.

- The coverage remains the amount in effect at the time of retirement.
- Option 1 is 75% retiree paid; Options 2 and 3 are 100% retiree paid.

Option 1: \$2,000 eligible spouse/\$1,000 unmarried children under age 26

Option 2: \$4,000 eligible spouse/\$2,000 unmarried children under age 26

Option 3: \$10,000 eligible spouse/\$5,000 unmarried children under age 26

Note: If enrolled at the time of retirement, you may continue at retirement; may not enroll after retirement; can be cancelled at any time.



Returning to Work for the County

In the event that you return to work for the County after retirement

- Your retiree group insurance benefits will continue, and you will pay the same premium cost share that you paid when you retired.
- You will participate in active group life insurance during your period of re-employment. You may elect benefits which are not offered to retirees, such as the dental DHMO, employee vision plan, and the FSA.
- When you again leave County employment, your participation in the retiree group insurance program continues with the life insurance amount in effect at the time you originally retired, subject to any reductions which would have occurred during your time of re-employment.



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Moving Out of State?

Kaiser is not available nationwide, so participants must elect either United Healthcare or one of the CareFirst BCBS POS Plans (High or Standard Option). Also, because Kaiser includes prescription drug coverage, Kaiser participants must elect one of the separate Caremark Prescription Plans (High or Standard Option).

The **CareFirst BlueCross BlueShield (BCBS) Point-of-Service (POS) plan offers a nationwide network** called the “BlueChoice Advantage POS Network.” It provides in and out-of-network benefits if you reside inside or outside the POS network service area. Participants use a national “BlueCard EPO/PPO Network” provider for services considered outside the POS network service area.

United Healthcare is available nationwide, so participants do not need to do anything to continue the same coverage.

IMPORTANT: Any changes to your health insurance must be made within 60 days of your move by completing:

1. Retiree Health Insurance Election Form www.montgomerycountymd.gov/hr
2. Retiree Change of Address Form www.montgomerycountymd.gov/MCERP



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Changing Your Benefit Elections

Retirees may make changes to their health insurance benefits (medical, prescription, dental and vision) at any time during the year:

Follow these steps:

1. Submit a Retiree Election Form with your changes to the Health Insurance Team by the 10th day of the month.
2. Your change will take effect on the first day of the following month.

Changes due to a **Qualified Life Event**: You have 60 days from the date of the event to notify OHR of your qualified life event. Examples of a qualified life event includes:

- Marriage, Divorce, Death of a dependent
- Spouse's loss of coverage under another plan
- Moving out of your plan's eligibility area

Changes for life events are effective when all completed paperwork is received by OHR.



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In the Event of Your Death after Retirement

In the event of your death, your spouse will be offered the option to remain on the County's health insurance plan for the rest of his or her life.

The cost share percentage that you choose when you retire remains the same for your surviving spouse and eligible dependents.

Your surviving spouse may only cover other dependents who were eligible for coverage at the time of your death, including an unborn child.



Health Insurance: Your Options When You Retire

Office of Human Resources, Montgomery County Government

How to Contact Us

If your provider cannot answer your health insurance question, please contact MC311.



Monday to Friday, 7 a.m. to 7 p.m.

Speak with a Customer Service Representative at MC311.

Call 240-777-0311; TTY: 711; email: www.montgomerycountymd.gov/mc311

Any questions MC311 cannot answer are immediately routed via a service request to the OHR Health Insurance Customer Care Center, open Monday through Friday, 8 a.m. to 4 p.m.



Health Insurance: Your Options When You Retire

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EAP Retirement Guidance Resources

Work-Life Support - The County recognizes that planning for your retirement may seem like a daunting task. Therefore, the County provides 24-7 work-life support services for its active employees and their family members through the Employee Assistance Program ([EAP](#)), [ComPsych Guidance Resources](#).

Financial Consultations - Financial issues touch the life of every individual. Without the appropriate information or knowledge these issues can become time-consuming and stressful. EAP's Financial Consultants can assist you with the following financial matters and more during a free 30-minute phone consultation:

- Confidential counseling, support and resources
- Financial planning, legal support, online will preparation
- Retirement and estate planning

Employer ID: **MCG**

Phone: 855-350-1750

TDD: 800-697-0353

Online: www.guidanceresources.com

ComPsych's [Mental Health Awareness Toolkit](#)



Health Insurance: Your Options When You Retire

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Legal Information

The County expects to continue its health insurance plans, but it is the County's position that there is no implied contract between employees and the County to do so, and the County reserves the right at any time and for any reason to amend the terms of the plans or terminate the plans, subject to the County's collective bargaining agreements. The County may also amend the plans at any time, either prospectively or retroactively, as required by federal law.



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