

Name: \_\_\_\_\_ Retirement Date: \_\_\_\_\_

**HEALTH INSURANCE COVERAGE IN RETIREMENT – M/C**

**Monthly Health Insurance Premiums (effective January 2009)**

<u>Plan</u>	<u>Individual</u>	<u>Family</u>
The Empire Plan	48.15	210.88
CDPHP	41.08	202.14
Empire BlueCross BlueShield HMO (Upstate)	130.71	495.80
GHI HMO	92.42	403.65
MVP Health Care (East)	38.40	190.89

You may continue health insurance coverage for yourself and your eligible dependents when you retire if you meet the NYS Health Insurance Program (NYSHIP) requirements, which currently are as follows:

- First, you must have a minimum of ten years of service in a benefited position in which you were eligible for New York State Health Insurance Program (NYSHIP) coverage.
- Second, you must be at least 55 years of age.
- Third, you must be enrolled in the NYS Health Insurance Program at the time of your retirement.

Your employee health insurance coverage ends on \_\_\_\_\_, two weeks after your last regular paycheck, and your retiree coverage will begin the next day. For retirees, the Employee Benefits Division (EBD) of NYS Civil Service is the health insurance administrator. If you have questions about your insurance enrollment records, eligibility and NYSHIP requirements, call EBD at 518-457-5754 (Albany area) or 1-800-833-4344 (U.S., Canada, Puerto Rico, Virgin Islands) Monday through Friday, between 9 a.m. and 3 p.m. Eastern time. Please have the enrollee's Social Security number when you call.

**How You Pay for Retiree Health Insurance**

Currently, your unused sick leave is converted into a dollar amount and divided by your actuarial life expectancy in months. The result is a lifetime monthly credit applied to your health insurance premium. **The attached worksheet provides an estimate of the value of your sick leave.** If the cost of health insurance is less than the value of your sick leave, you pay nothing. If the cost is greater than the value of your sick leave, you pay the difference. **You have the option of using only 70% of the credit to pay for your health insurance coverage ("dual annuitant");** if you choose this option, the reduced 70% sick leave credit amount is applied to lower the cost of your dependent's coverage after your death. Your premium is deducted from your pension check if in the Employees' Retirement System or the Teachers' Retirement System. It may take several months for health insurance deductions to begin and the Department of Civil Service will bill you monthly during this period. The Department of Civil Service will bill you if you are in the Optional Retirement Program or if you are not receiving a pension.

Please note: It takes several weeks for sick leave credit to be processed. Meanwhile, you may be billed directly for health insurance premiums. Please follow any payment instructions you receive and contact EBD if you have billing questions.

**Medicare**

**If you are 65 or older at the time of retirement, you must enroll in Medicare Part B;** Medicare will become your primary coverage and your NYS health insurance will become secondary effective \_\_\_\_\_. You may need to enroll earlier if you become eligible for Medicare due to a disability. Medicare Part B premiums are deducted from your Social Security check. **Currently, the State will reimburse you for the Medicare Part B premium (a minimum of \$96.40/month in 2009)** in your Teachers' Retirement System or Employees' Retirement System pension check, or on a quarterly basis if you are in the Optional Retirement Program. Reimbursement will be made for your spouse if he/she is also 65 or over and a dependent on your health insurance plan. It may take several months for Medicare reimbursement to start; however, it will be retroactive.

To obtain a Medicare Part B enrollment form, call the Social Security Administration at 1-800-772-1213. You should enroll approximately 3 months prior to your 65<sup>th</sup> birthday. For more information about Medicare benefits, visit [www.medicare.gov](http://www.medicare.gov).

### Dental Insurance and Vision Care

Coverage for your dental and vision care will end on the same day your employee health insurance ends, \_\_\_\_\_, which is two weeks after your last regular paycheck. If you are under 65 and not entitled to Medicare, you may continue in your current dental and vision care programs for up to 18 months under a federal law called COBRA. **To obtain rate information and an application, contact the NYS Department of Civil Service at 518/457-5754 or 1/800/833-4344 no later than 60 days after your coverage as an active employee ends.**

You will be offered GHI Preferred dental coverage for retirees. Information will be mailed to your home after retirement. **You must elect this coverage within 30 days of receiving the offer from GHI or you forfeit your right to this coverage. However, if you purchase dental coverage under COBRA, you may delay enrolling in the GHI Dental Plan for retirees until the expiration of your COBRA coverage.** In that case, you must notify GHI within 30 days of your COBRA expiration date.

The State does not provide lifetime vision care to retirees.

### Post-Retirement Employment

It is important that you notify the Office of Human Resources if you continue to work for the University or for any NYS agency. New York State regulations impose earnings limits on NYS retirees under age 65 who continue to work for the State. **You cannot earn more than \$30,000/year in 2009** without jeopardizing your pension. (TRS retirees should contact TRS if planning post-retirement employment with any "public" employers in addition to working for any state agency.) **The 2009 Social Security earnings limit for anyone under age 65 is \$14,160.**

If you continue to work at least half time for 6 payroll periods or more (approximately 3 months), you may be eligible for dental and vision coverage as an active employee and therefore, delay enrollment in COBRA or the GHI Dental Plan. If you are 65 or older, your State health insurance will be primary, so you may defer enrollment in Medicare Part B; you will not receive a Medicare Part B premium reimbursement from the State when your State insurance is primary. If you are working less than half time **or** less than 6 payroll periods regardless of your schedule, there is no effect on your health benefits – that is, Medicare is your primary coverage and your State health plan is secondary.