



Benefits Overview for Employees Planning to Retire

Employee Health & Wellness

61 State House Station

Augusta ME 04333-0061

(207)624-7380 or

1-800-422-4503

TTY users dial Maine Relay
711

www.maine.gov/bhr/oeh

Employer

- Supervisor
- Human Resources/Payroll

MainePERS

- Pension
- Life Insurance

Social Security Administration

- Social Security
- Medicare Parts A & B

Employee Health & Wellness

- Health, dental & vision insurance
- Flexible Spending, MaineSaves & Living Resources Program

Key Resources for Successful Retirement Planning

Your Current Benefit Programs



Health Insurance, Wellness
Programs & Prescription Drug
Coverage



Dental Insurance



Vision Insurance



MaineSaves 457b



Flexible Spending Accounts



Living Resources Program

Health Insurance

Eligibility

Premium Cost (*retiree & dependents*)

Medicare



Eligibility

DEFINE ELIGIBILITY CRITERIA FOR RETIREE HEALTH INSURANCE COVERAGE

Health Insurance: Eligibility

1. You must be enrolled as an employee in the health plan one full year (12 consecutive months) immediately prior to retirement **and**
2. Qualify to receive a retirement check from MainePERS.

If not retiring but terminating after 25 years or more of credible employment, you may opt to **waive or **pay** for the insurance until you retire.*

NOTE: Eligibility does not determine premium cost

A photograph of four hikers with large backpacks and trekking poles, walking on a trail. The image is overlaid with a semi-transparent teal filter. The hikers are in various stages of their hike, with some looking towards the camera and others looking ahead.

Premiums

Calculating premiums for retiree and covered dependents

Health Insurance: Premiums Retiree Only

The individual premium is determined by three factors:

1. Date first hired by the State of Maine*
 - a) On or before 7/1/1991
 - b) After 7/1/1991 but before 7/1/2011
 - c) On or after 7/1/2011
2. Age at retirement (normal retirement age)
3. Years of participation in the health plan

Above will determine how much the State will contribute to your own individual health insurance premium in retirement.

**Contingent upon MainePERS contributions remained with the System*

***NRA not required if retiring under a "special" or disability retirement plan*

Health Insurance: Retiree Premium

- If you were first hired on or before 7/1/1991 and
 - you are at least at your normal retirement age*, the individual premium is paid 100% by the State of Maine OR...
 - you are **younger** than your normal retirement age, the individual premium is paid 100% by you, the retiree, until you reach normal retirement age.
 - *Remember, with 25 years of credible service you can put your health insurance “on hold” until you reach normal retirement age.*
- *NRA requirement does not apply to “special” or disability retirees.*

PARTICIPATION IN
THE
HEALTH PLAN

STATE PAID
PREMIUM
CONTRIBUTION

Less than 5 years	0%
5 years but less than 6	50%
6 years but less than 7	60%
7 years but less than 8	70%
8 years but less than 9	80%
9 years but less than 10	90%
10 years or more	100%

Health Insurance: Retiree Premium

- You were first hired after 7/1/1991 but before 7/1/2011 **and**
- you are at least normal retirement age*
- State contribution is prorated based on years of participation in the health plan:

*You will be responsible for 100% of your retiree premium if you are younger than your normal retirement age at retirement unless retiring under a "special" or disability retirement plan.

Health Insurance: Retiree Premium

- You were first hired on or after 7/1/2011 and
- you are at least normal retirement age*
- State contribution is prorated based on years of participation in the health plan:

Participation in the Health Plan	State Paid Premium Contribution
Less than 10 years	0%
10 years but less than 15	50%
15 years but less than 20	75%
20 years or more	100%

*You will be responsible for 100% of your retiree premium if you are younger than your normal retirement age at retirement unless retiring under a “special” or disability retirement plan.

ELIGIBILITY REQUIREMENTS MUST BE SATISFIED

Health Insurance: Retiree Premium

Comparison: Date of hire to number of years of health plan participation:

On or before
7/1/1991

- One year health plan participation

After 7/1/1991 but
before 7/1/2011

- 10 years health plan participation

After 7/1/2011

- 20 years health plan participation

Health Insurance: Premiums for Dependents

Once retired, the State does not contribute towards the premium for your spouse or dependent children. For example:

\$965.78/month (Spouse not on Medicare)

\$297.86/month (Spouse with Medicare A & B)

\$773.16/month (Spouse with Medicare B only)

Rates as of 7/1/19 and 1/1/20 respectively

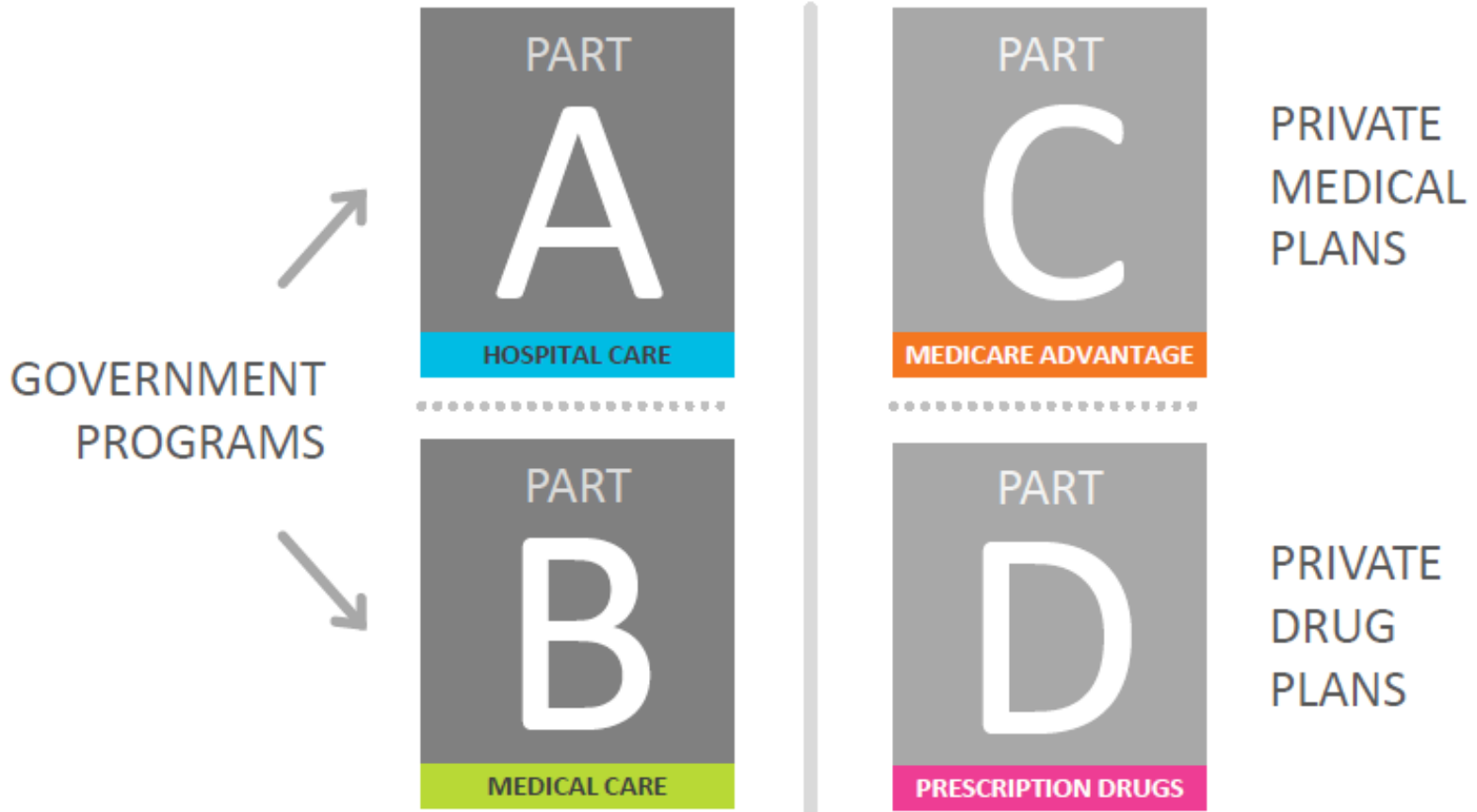
ELIGIBILITY REQUIREMENTS MUST BE SATISFIED

Medicare

Understanding the basics of Medicare and the insurance plans available to State of Maine retirees



The four parts of Medicare.



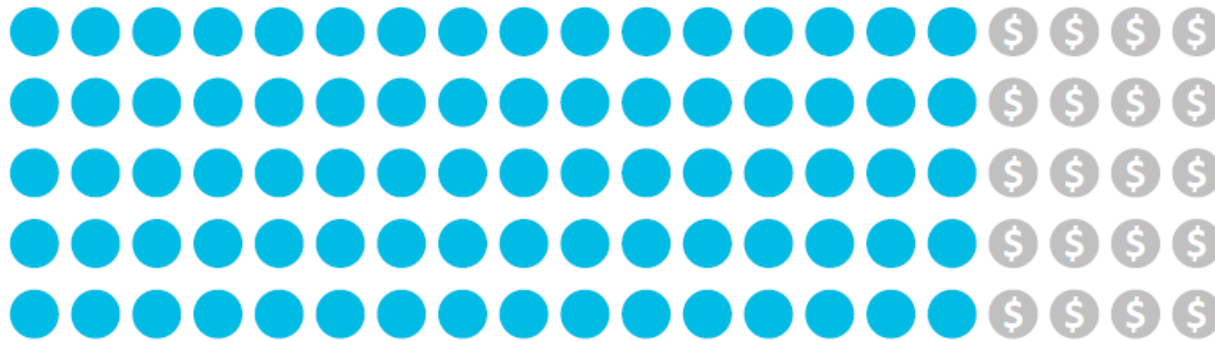


**These are called
“Original Medicare.”**

They are administered
and provided by the
federal government.

You can rely on Parts A and B, but
it only **pays about 80 percent** of
your health care costs.

Hospital and doctor visits, and some drugs.



Two Types of Medicare Plans offered in the marketplace

MEDICARE SUPPLEMENTAL OR “MEDIGAP”

Helps cover gaps in Parts A (hospital) and Part B (medical)

Does not include Part D (prescription)

MEDICARE ADVANTAGE

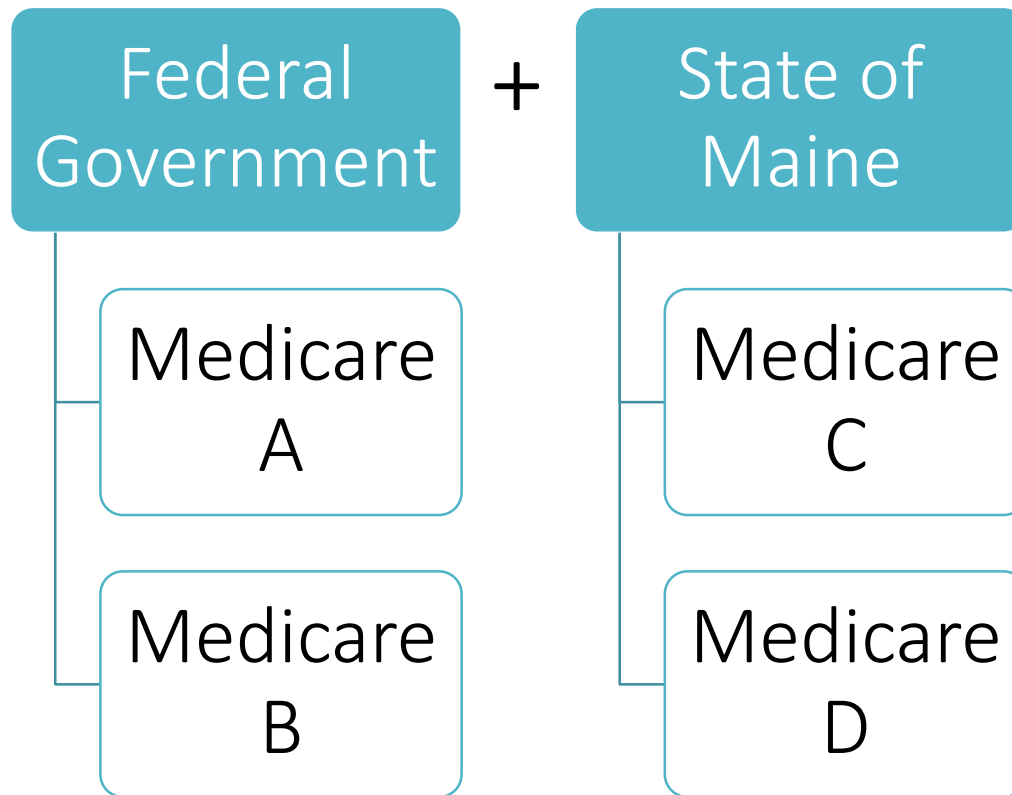
Combines Part A and Part B

May include Part D

Can be either a Health Maintenance Organization (“HMO”) or a Preferred Provider Organization (“PPO”)

The State of Maine offers a Medicare Advantage PPO Plan with Prescription Drug (Part D) Coverage

Medicare Advantage PPO Plan with Prescription Drug Coverage



Retiree Health Plans

Under Age
65

OR

Age 65 or
Older

Active Employee
Plan

Medicare
Advantage PPO
Plan

Active Employee Plan vs. Medicare Advantage Plan

Service (in-network)	Active Employee Plan Through 6/30/20	Medicare Advantage PPO Plan Through 12/31/20
Coinsurance	10%	Zero for most services
Individual deductible	\$600	\$300
Copay for PCP visit	\$20-\$40	\$5*
Emergency room copay	\$300	\$75
Prescription drug copays (90-day supply)	\$15-\$75	\$10-\$50 <i>(including specialty)</i>

- Active employee plan renews on July 1st of each year; the Medicare Advantage plan is January 1st
- Prescription copays are the same; formulary and catastrophic coverage is slightly different on the Medicare Advantage plan

Turning 65 after retirement

Retiree

Spouse

Medicare
eligibility
changes after
retirement



Eligible for other health
insurance plans?

Choose appropriate level of coverage

Other Things
to Consider



Wellness Programs

Wellness programs available to retirees

Wellness Programs

Active Employee Plan

Anthem health and wellness discount programs

Aetna Medicare Advantage Plan

Silver Sneakers

Access2Care Transportation

Resources for Living

Dental Insurance

Options for dental
insurance after
retirement



Dental Insurance

Dental insurance is not a retiree benefit

Federal COBRA Law

May purchase existing coverage for up to 18 months

Other group policies

MSEA

Maine Association of Retirees

You may also purchase as an individual policy directly through the insurance carriers

Dental Insurance: Monthly COBRA Rates

One person \$29.20

Two people \$52.19

Family \$99.86

The retiree does not need to enroll in order to cover family member(s).



Vision Insurance

Supplemental vision insurance program available to retirees

Blue View Vision

Current participants - it follows you into retirement

Same coverage as active employee plan

You will be directly billed by Anthem Blue View Vision
(premiums are not withheld from MainePERS pension)

Not a member? You can enroll during open enrollment as a retiree. You will notified by Anthem.

Blue View Vision

○ Quarterly Retiree Rates

- Retiree only \$15.75
- Retiree + 1 dependent \$25.29
- Family rate \$41.01

*Directly billed by Anthem as premiums cannot be withheld from your pension

A person wearing a cap and a jacket is fishing on a lake at sunrise. The sun is low on the horizon, creating a misty atmosphere and reflecting on the water. The person is holding a fishing rod and is positioned on the left side of the frame. The background shows a line of trees and a clear sky.

COBRA

Notification

What to expect from the COBRA offer as a retiree

“COBRA”

Consolidated
Omnibus Budget
Reconciliation Act of
1985

Federal requirement
to extend current
coverage for a
limited time

Health Insurance

Dental Insurance

Vision Insurance

COBRA – What to Expect

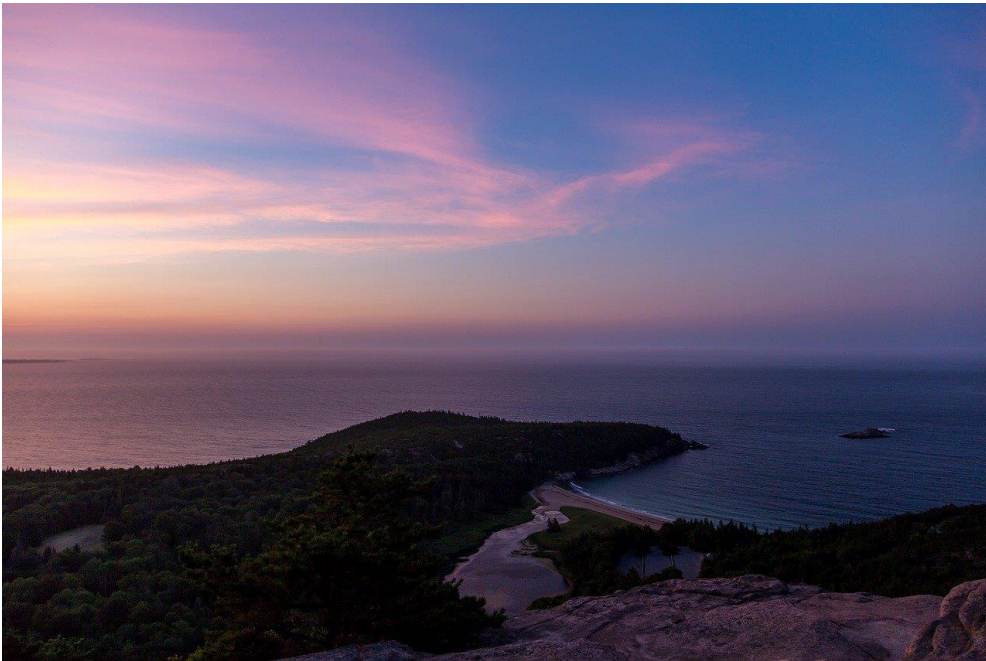
- You will receive
 - COBRA Election Notice
 - A letter from Employee Health & Benefits

○ COBRA Program Administrator:

CS One

Kevin Landry

1-888-227-9745



MaineSaves457b

Learn more about what to do with your existing 457b account or if not enrolled, it's never too late to start saving!

MaineSaves 457b Plan

- Vacation pay deferral option
 - Plan ahead!
- Work with your local representative; many distribution options available
- If you're not enrolled, it's never too late to start saving
- Update your beneficiary information

www.maine.gov/bhr/oeh

Flexible Spending Accounts

Things to consider if you have either the medical or the day care spending account when you retire.



Flexible Spending Accounts

Current participants

Positive account balance=COBRA will be offered*

Negative account balance=account is closed

*P&A Group

Call Employee Health and Benefits for more information.

This is not a retiree benefit

A person is watering plants in a garden using a watering can. The scene is set in a lush garden with various green plants and a bright sun in the background, creating a warm and vibrant atmosphere. The watering can is tilted, and a stream of water is being poured onto the plants.

Living Resources Program

The services provided by the Living Resources Program continue to be available once you retire. And remember, these are available at no cost to you!

Living Resources Program

- Continues as a no cost benefit to retirees and members of their household
- Up to 5 confidential counseling visits offered per year
- Legal & financial discount programs available

1-800-207-LINK (5465)

www.GuidanceResources.com

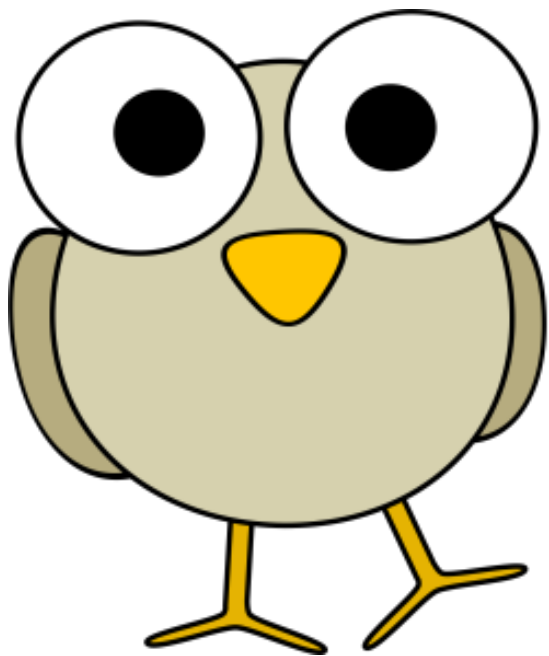


Stay Informed & Keep in Touch

It's important to stay informed about your retiree health benefits. We encourage you to become familiar with the tools and resources available to you!

Join Our Email List!

You can subscribe to our email list by visiting our website: <https://www.maine.gov/bhr/oeh/>



Still Have Questions?

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Thank you for attending!