

Health Insurance in Retirement

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Health Insurance Eligibility

- ◆ Must have completed a minimum service period (10 years if hired after 4/1/75).
- ◆ Must qualify for retirement as a member of a State Retirement System or ORP.
- ◆ Must be enrolled in the New York State Health Insurance Program (NYSHIP) either as an enrollee or dependent at the time of retirement.

Health Insurance Premiums

- ◆ State pays 88% of monthly premium for individual coverage and 73% for family coverage for CSEA, PEF, APSU SG-9 & below or M/C & UUP \$41,756 and below
- ◆ State pays 84% of monthly premium for individual coverage and 69% for family coverage for CSEA, PEF, APSU SG-10 & above or M/C & UUP greater than \$41,757
- ◆ ERS and TRS Retirees premiums are deducted from monthly pension check.
- ◆ SUNY ORP (TIAA, VOYA, VALIC) Retirees are responsible to pay the Employee Benefits Division of the Dept. of Civil Service on a monthly basis.

Current Monthly Premium Rates for Empire Plan Retirees
Effective 1/1/2017

	Individual	Family
CSEA, PEF, APSU SG-9 & below M/C & UUP \$41,756 & below	\$ 86.71	\$381.36
CSEA, PEF, APSU SG-10 & Above M/C, UUP above \$41,757	\$115.62	\$453.92

Value of Sick Leave Accruals

- ◆ Sick leave accruals, up to a maximum of 200 days, are converted to a Lifetime Monthly Credit.
- ◆ Dual Annuitant Option: Passing the credit along at 70% of its value.
- ◆ Deferred Health Insurance.

Calculating Your Monthly Credit

- ◆ Determine your hourly rate of pay by dividing your annual salary by 1957 (2088 if you work an eight hour day).
- ◆ Multiply the hourly rate by the number of sick leave hours to get the total dollar value.
- ◆ Divide the dollar value by your actuarial life expectancy provided by NYSHIP.
- ◆ The results is your lifetime, monthly sick leave credit.

◆ www.cs.ny.gov/employee-benefits/login/

Monthly Credit Continued...

- ◆ Sick leave accruals are converted to a credit only when an employee's status goes directly from active to retiree.
- ◆ The credit is applied to your monthly health insurance premium.
- ◆ If credit is less, you pay less.
- ◆ If credit is more, you pay nothing.
- ◆ There are no refunds for credit not used.

Dental/Vision

CSEA

- ◆ Vision/Dental coverage stops.
- ◆ COBRA (18 month continuation) or retiree plans available.
- ◆ You must contact your union about retiree plan options -1-800-342-4146, Extension 1403.
- ◆ www.cseabf.com/retiree_benefits.php

Dental/Vision

UUP

- ◆ Vision/Dental coverage stops.
- ◆ COBRA (18 month continuation) or retiree plans available.
- ◆ You must contact your union about retiree plan options (1-800-342-4206).
- ◆ www.uupinfo.org/benefits/index.php

Dental/Vision

APSU and M/C

- ◆ Vision/ Dental provided by the State ends.
- ◆ New York State Dept. of Civil Service Employee Benefit Division will contact you about your COBRA and retiree options.

Medicare

- ◆ Provides primary coverage at age 65 and retired.
- ◆ Retiree must enroll in Part A (Hospital) and Part B (Medical). Do not enroll in Part D. This must be in place at the time of retirement.
- ◆ Prescription coverage remains with Empire Plan.
- ◆ NYSHIP provides supplemental coverage.
- ◆ State penalty for delaying enrollment.
- ◆ State reimbursement for Medicare premium for you and possibly your spouse, currently at the rate of \$134 a month.

Dependent Survivor Health Insurance Benefits

- ◆ Dependent must be on the plan at the time of the enrollee's death
- ◆ Survivor coverage:
 - ◆ Extended benefit period at no cost: coverage will continue at no cost for three months beyond the last month paid
 - ◆ Continued coverage: after the three month period, dependents may continue coverage as long as they remain eligible at the employee share rate.

Questions?

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1-800-772-1213

NYS Dept of Civil Service:
1-800-833-4344
