Health Insurance in Retirement

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Benefits Administrator
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Health Insurance Eligibility

- Must have completed a minimum service period of 10 years
- 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 $45,198 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 $45,198

- ERS and TRS Retirees premiums are deducted from monthly pension check.

- SUNY ORP (TIAA, VOYA, AIG or Fidelity) Retirees are responsible to pay the Employee Benefits Division of the Dept. of Civil Service on a monthly basis.
<table>
<thead>
<tr>
<th>Category</th>
<th>Individual</th>
<th>Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>CSEA, PEF, APSU SG-9 &amp; below</td>
<td></td>
<td></td>
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<tr>
<td>M/C &amp; UUP $45,198 &amp; below</td>
<td>$ 97.23</td>
<td>$427.09</td>
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<tr>
<td>CSEA, PEF, APSU SG-10 &amp; Above</td>
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<tr>
<td>M/C, UUP above $45,198</td>
<td>$129.63</td>
<td>$508.36</td>
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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/
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.
Sample calculation
How to get to sick leave calculator

- Choose I am a New York State Active Employee (NY)
- Choose Empire Plan Enrollee and your union
- Choose Planning to Retire
- Scroll down to Sick leave Calculator
- Enter in your salary, age and hours
CSEA

- Vision/Dental coverage stops.

- COBRA (18 month continuation) or retiree plans available.

- You must contact your union about retiree plan options -1-800-323-2732

Dental/Vision

UUP

- Vision/Dental coverage stops.
- COBRA (18 month continuation) or retiree plans available.
- You must contact your union about retiree plan options 1-800-887-3863
- www.uupinfo.org
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 $144.60 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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