

Is Retirement on Your Horizon?

If yes, congratulations! But how will you decide what health insurance benefits are right for you?

You'll have many decisions to make about retirement, including what health coverage to choose for you and your dependents. You'll want to learn about coverage options and costs in order to budget your monthly retirement income. You must also become familiar with retiree coverage eligibility.

Take time to review coverage options and ensure the coverage you decide on is right for you. If you don't, you could find yourself without enough coverage and unable to get coverage later.

PEBB's Benefit Handbook can provide you with information about PEBB retiree coverage and eligibility requirements along with contact information for other options. Ask your agency for a copy of the handbook or view it online at: <http://pebb.das.state.or.us/DAS/PEBB/>.

Here are three retiree coverage options you may want to review.

Medicare

If you are eligible or will soon become eligible for Medicare, we strongly encourage you to contact your local Social Security office. (If you are Medicare eligible, you are not eligible for PEBB retiree coverage.)

PERS

You and your family members may be eligible for coverage under the Public Employees Retirement System's (PERS) medical and dental benefit plans. For information, contact (503) 224-7377 or (800) 768-7377.

PEBB

PEBB offers two options for continuing PEBB health insurance coverage during retirement for you, eligible family members, your domestic partner and your domestic partner's children. You self-pay the premium for both.

- **COBRA** – Shortly after you retire, you'll receive a COBRA notice from PEBB's third party administrator, Benefit Help Solutions (BHS). COBRA continuation coverage is available for a limited time, usually 18 months. For that reason, many PEBB members choose to enroll directly in PEBB retiree coverage.
- **PEBB Retiree Plans** – These plans are the same full-time and part-time and retiree plans currently offered to active employees. You can read about these plans in the 2007 Handbook. BHS administers the PEBB retiree plans and sends new retirees a retiree enrollment packet.

Here are some points to remember about the PEBB medical and dental coverage as a retiree:

- To participate in PEBB retiree plan options, you must also be currently eligible to receive a PERS retirement allowance.
- If you are eligible for Medicare, you are not eligible for PEBB retiree coverage. Once you are enrolled in PEBB retiree coverage, your coverage continues only until you become Medicare eligible, either because of age or disability.
- PEBB coverage must be continuous from active-employee to retiree status. PEBB gives you a 60-day window from the date your active employee PEBB coverage ends to enroll in retiree coverage. If you miss the window, you are not eligible to continue PEBB coverage.
- You can enroll in either the full-time or the part-time and retiree plans. You may enroll for medical or dental, or both.

NOTE: If you choose only dental or only medical coverage, you will not be able to add the other coverage later.

Healthcare Insurance Options

PEBB. To be eligible you must meet **both** of the following requirements:

- Be eligible to receive retirement benefits under PERS rules, and
- Be enrolled in a PEBB medical and/or dental plan.

The following individuals are eligible for retiree coverage:

- Eligible employees who will be eligible retirees
- Spouses or domestic partners, and dependent children covered on active employees' plans at the time of retirement.

PERS. Contact the PERS Health Insurance Program for more information.

COBRA. The federal COBRA law allows you to continue the same coverage you had as an employee, but you must self pay your premium. However, there are some important differences to keep in mind.

1. COBRA usually allows continuation of your participation in the active-employee group for only 18 months. If you retire because of disability, you may be eligible for an additional 11 months of COBRA coverage, for a total of 29 months.
2. COBRA coverage ends if you:
 - a. Become eligible for Medicare in the 18-month period (except those with end-stage renal disease).
 - b. Become covered by another group medical plan that does not exclude or limit coverage for pre-existing conditions.
 - c. Fail to make a timely premium payment.
3. In the event of your death, COBRA coverage may continue for dependents up to 36 months from the time you began to pay your own premium. Other provisions may apply for COBRA coverage. Contact Benefit HelpSolutions for more information.

Portability Coverage or Oregon Medical Insurance Program. The PEBB Regence and Kaiser medical plans are "portable." Portability means that you may purchase an individual medical plan offered by your insurance company on a guaranteed issue basis within 63 days after leaving the PEBB group. To be eligible you must:

- Have 180 days of continuous employer group medical coverage
- Be an Oregon resident
- Not be eligible for Medicare
- Currently not be enrolled in another medical plan.

In the case of your death, your dependents may continue coverage if they continue to meet the eligibility requirements. For portability information and rates, call the individual plan carriers directly.

Samaritan and Providence medical plans are self-insured medical plans. If you leave a self-insured plan, you may access coverage through the Oregon Medical Insurance Program (OMIP). To apply for coverage through OMIP, you must first exhaust your COBRA coverage. Contact OMIP for more information.

Medicare Coverage. Medicare covers:

- • People 65 years of age and older.
- • Certain younger people with disabilities.

When you become eligible for Medicare (except for end stage renal disease), you are no longer eligible to participate in PEBB plans. When you become eligible for Medicare but your spouse or partner and dependents are not, these family members may continue PEBB coverage if they were enrolled on your coverage when you became Medicare eligible. For information about individual plans to supplement Medicare coverage, contact the Senior Health Insurance Benefits Assistance program at (800)722-4134.

RESOURCE DIRECTORY

Public Employees' Benefit Board (PEBB)

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Phone: (503) 373-1102, (800) 788-0520

Fax: (503) 373-1654

Web: <http://www.oregon.gov/das/pebb>

Email: inquires.pebb@state.or.us

BenefitHelp Solutions (BHS)

(Third-party Administrator)

**Retiree, COBRA, Self-Pay &
Semi-Independent**

PO Box 67240, Portland, OR 97268-1230

Phone: (503) 765-3581, (800) 556-3137

The Standard Insurance Company

(Life & Disability Plans)

P.O. Box 2800, Portland, OR 97208-2800

Phone: (800) 842-1707 Disability

(800) 242-1888 General Information

Fax: (800) 227-4165

Web: <http://www.standard.com>

UnumProvident

(Long Term Care Plan)

Unum Life Insurance Company of America

2211 Congress Street, Portland, ME 04122

Phone: (800) 227-4165

Web: <http://www.unumprovident.com/enroll/pebb>

Medicare

Center for Medicare & Medicaid Services

7500 Security Boulevard

Baltimore, MD 21244-1850

Phone: (800) MEDICARE or (800) 633-4227

Web: <http://www.medicare.gov>

PERS Health Insurance

Phone: (503) 224-7377, (800) 768-7377

Fax: (503) 765-3452

Fax (outside Portland): (888) 393-2943

Web: <http://www.pershealth.com>

Oregon Medical Insurance Pool

C/O Regence BCBS of Oregon MSE10K

PO Box 1271, Portland, OR 97207-1271

Phone: (503) 225-6620, (800) 848-7280

Fax: (503) 553-5046

Web: <http://www.omip.state.or.us>

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