



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/oe

Key Resources for Successful Retirement Planning

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 457b Plan & Living Resources Program

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** meet the insurance eligibility requirements based on your date of hire.
2. Qualify to receive a retirement check from MainePERS.

If not retiring but terminating after 25 years and meet the insurance eligibility requirements based on your date of hire, you may opt to **waive or **pay** for the insurance until you retire.*

NOTE: Eligibility does not determine premium cost.



Premiums

Calculating Premiums for Retiree &
Covered Dependents

Health Insurance: Premiums Retiree Only

The State of Maine contribution for individual premiums 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 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 or you can withdraw and re-enroll at your 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 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 and MainePERS confirms your eligibility*
- 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 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 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 immediately prior to retirement

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

- One year health plan participation immediately prior to retirement
- 10 years health plan participation

After 7/1/2011

- One year health plan participation immediately prior to retirement
- 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:

\$1,040.74/month (Spouse not on Medicare)

\$248.81/month (Spouse with Medicare A & B)

Rates as of 01/01/2022 & 7/1/2022

For additional rates please reach out to EH&W

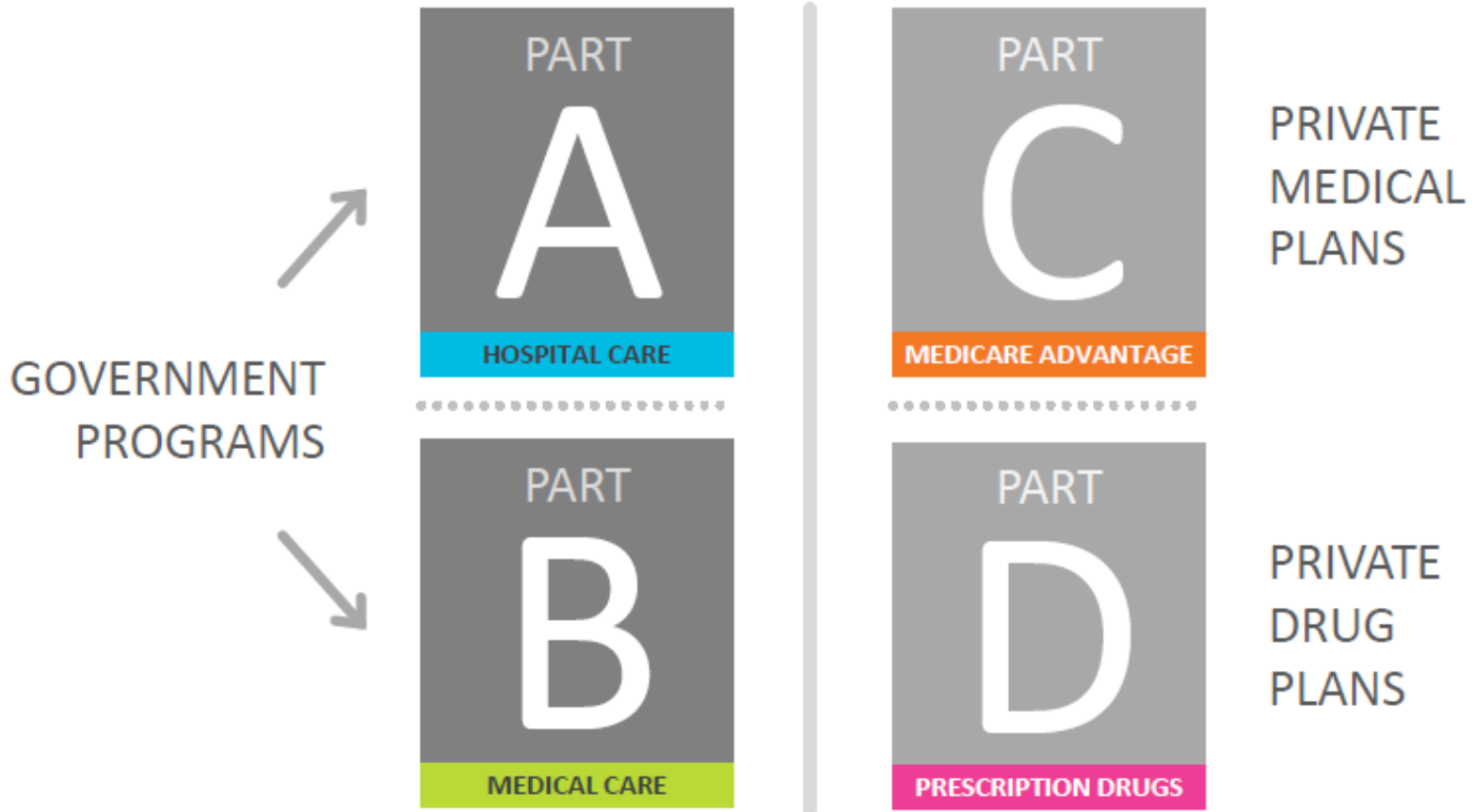
ELIGIBILITY REQUIREMENTS MUST BE SATISFIED

Medicare

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



The four parts of Medicare.



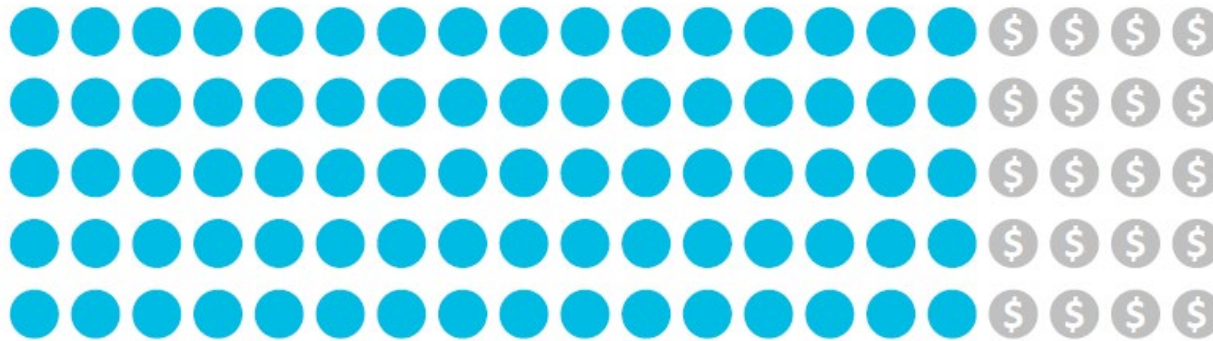


**These are called
“Original Medicare.”**

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

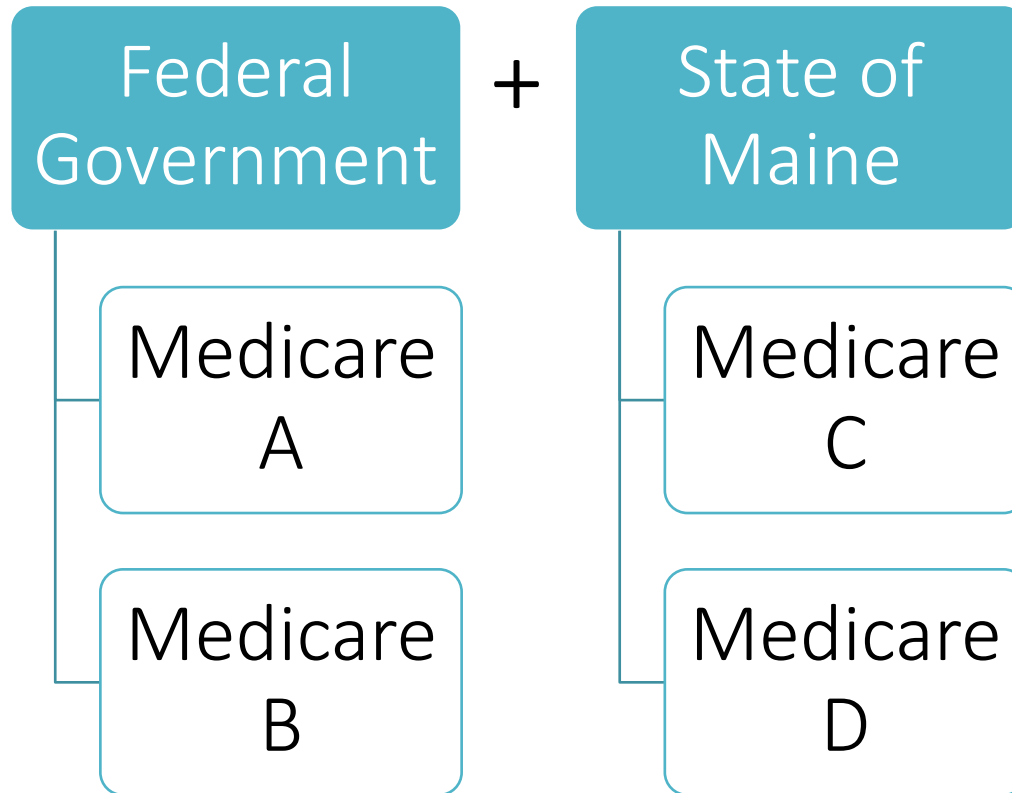
Combines Part A and Part B

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 6/30/22	Medicare Advantage PPO Plan Through 12/31/22
Coinsurance	10%	Zero for most services
Individual deductible	\$600	\$300
Copays Primary Care & Specialist	\$25 & \$40	\$5 & \$25
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



Wellness Programs

Wellness Programs Available to Retirees

Wellness Programs

Active/NMR Employee Plan

- Anthem Health and Wellness Discount Programs
- WellStarME
- Living Resources Program

Aetna Medicare Advantage Plan

- Silver Sneakers
- Healthy Lifestyle Coach
- Access2Care Transportation
- Living Resources Program

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 \$29.78

Two people \$53.24

Family \$101.88

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 are eligible to continue vision coverage into retirement if they fill out the required form.

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 \$16.53
- Retiree + 1 dependent \$26.55
- Family rate \$43.05

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

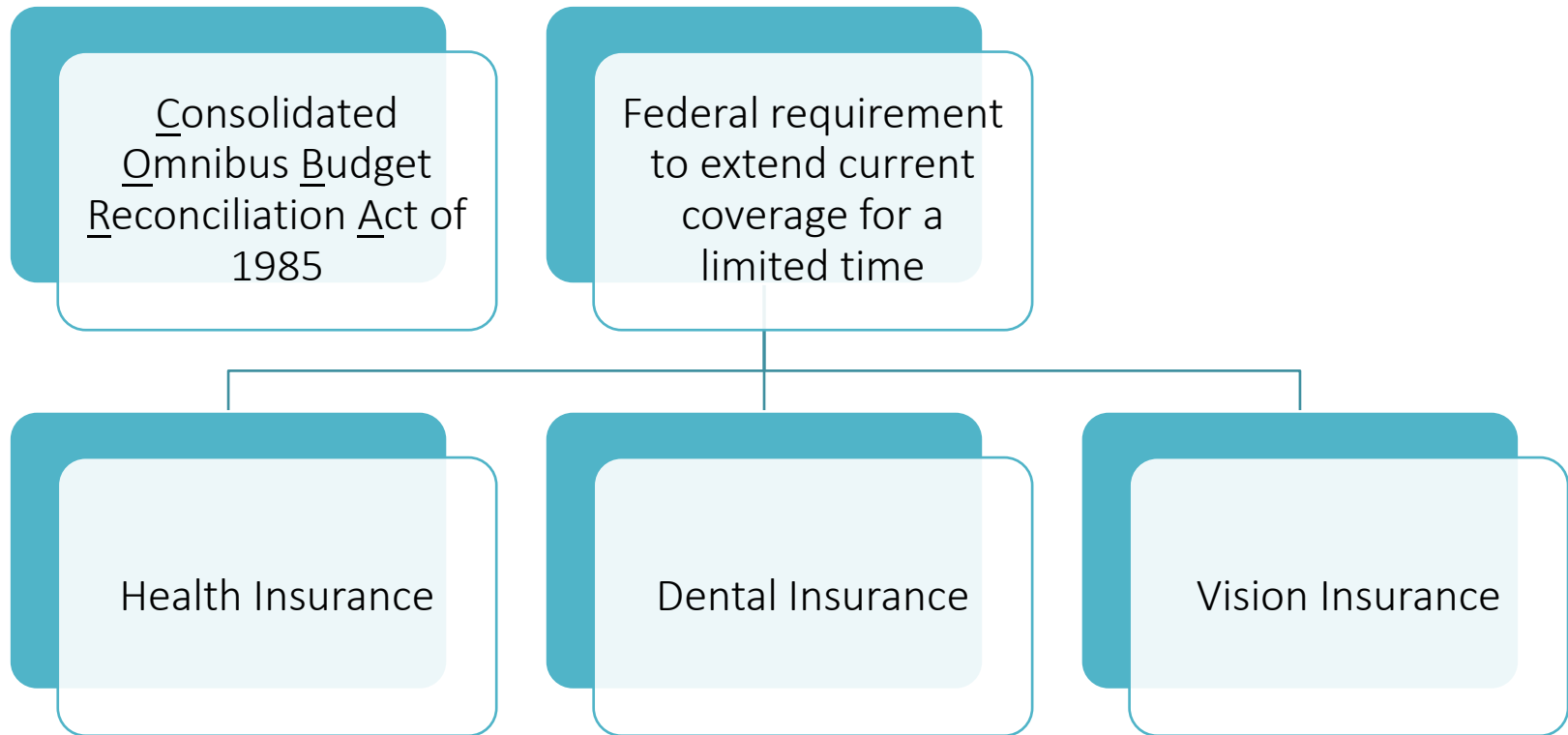
A person wearing a cap, glasses, and a quilted jacket is fishing on a lake at sunrise. The person is holding a fishing rod and is positioned on the left side of the frame. The background shows a calm lake with a misty atmosphere and a bright sun low on the horizon, creating a soft glow and reflecting on the water. The overall scene is peaceful and serene.

COBRA

Notification

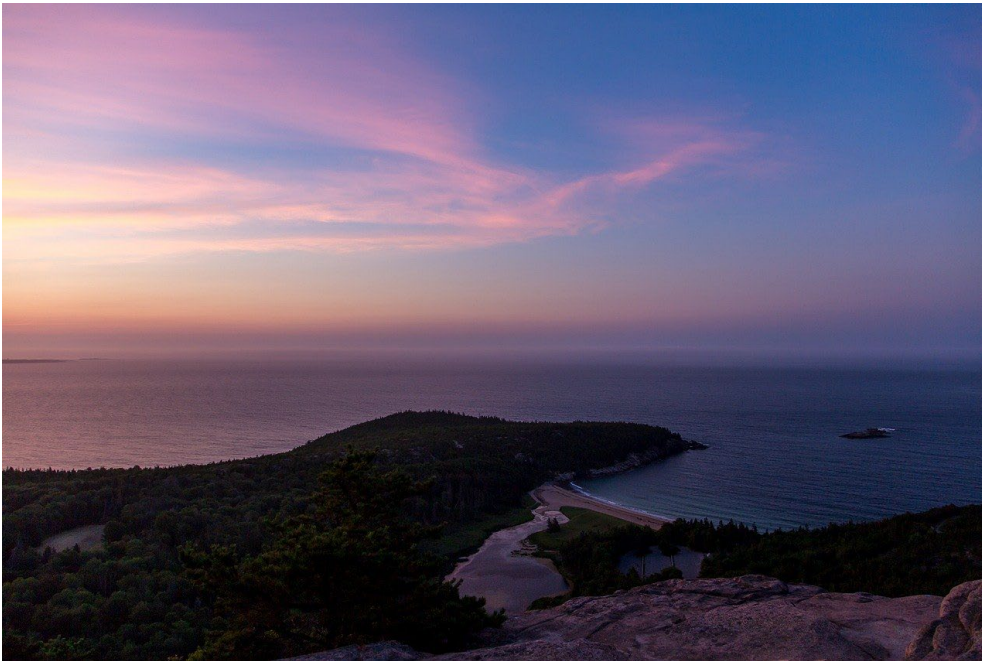
What to expect from the COBRA offer as a retiree

“COBRA”



COBRA – What to Expect

- You will receive
 - COBRA Election Notice by mail from our vendor
- COBRA Program Administrator:
TASC (BASIC)
1-877-586-1702



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 trees. The background is slightly blurred, focusing attention on the watering can and the water being poured. The overall tone is bright and natural, with a soft light source visible in the upper right corner.

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

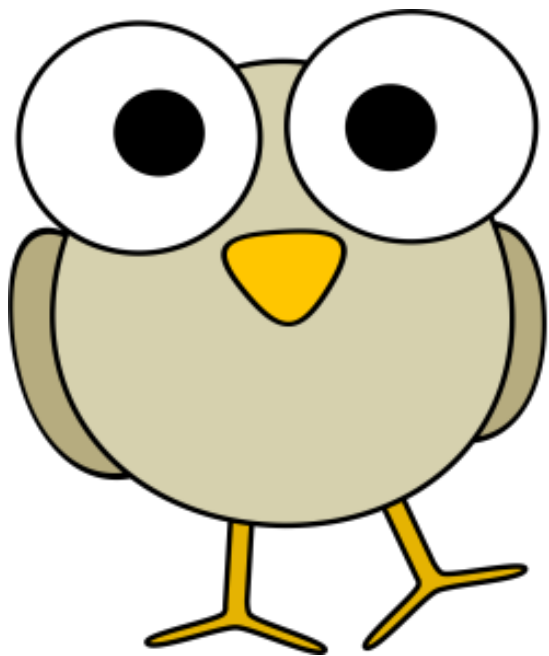


Stay Informed & Keep in Touch

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?

Employee Health & Wellness
www.maine.gov/bhr/oeh

1-800-422-4503

(207) 624-7380

TTY users dial Maine Relay
711

Thank you for attending!