

Tip Sheet - Retirement & Group Insurance



Risk Management/Group Insurance:

Tel 561- 233-5400 Fax 561-242-7184 Email: BCCMyBenefits@pbcgov.org

United Healthcare (UHC) On-site Service representatives:

Evelyn Giraldo Tel 561-233-5474 Email: Evelyn_Giraldo@uhc.com

Human Resources/Retirement Coordinator: Tel 561-616-6884 Email: retirement@pbcgov.org

Active group insurance coverage ends on the last day of the month in which you retire. In accordance with Florida Law (F.S. 112.0801) Palm Beach County offers medical and dental benefits to eligible retirees. Retirees may also elect retiree term life insurance.

Retirees are subject to the same plan, provider and rate changes as active employees.

Note: Deductions will stop the first full pay period following the coverage end date for employment separation. Deductions usually will be applied to any checks as long as the employee has coverage for all or some of the pay period for which the paycheck is processed.

Eligibility: An employee who retires under a state retirement system or a state optional annuity or retirement program or is placed on disability retirement and who begins receiving retirement benefits **immediately** after retirement from employment.

- Please review the Retiree Group Insurance Information handout posted on the Group Insurance website under Publications - for more complete details about the eligibility criteria

How soon do I need to apply for retiree group insurance before I retire? You should apply for retiree group insurance about 2 weeks prior to your retirement date, but not before you give notice to your department. Please contact Group Insurance at 233-5400 for an appointment.

How much does the retiree coverage cost? Premium amounts are listed in the Retiree Group Insurance Information handout. Premiums are 100% of the total monthly premium. BCC does not fund/subsidize any part of the monthly premium cost for retirees.

How do I pay the retiree premiums? Retirees are required to pay by deduction from their Florida Retirement System (FRS) checks, if possible. Any retiree who cannot pay by FRS monthly deduction because the retiree: **1)** is not part of the FRS, or **2)** has an FRS monthly pension that is not sufficient to cover the entire insurance premium, or **3)** is an Investment Plan member will be set up for premium collections through a designated billing service. **Retirees must make the required payments in a timely manner to maintain coverage.**

When do I pay the retiree premiums? Retirees who pay via FRS check, pay at the end of the month for the following month (e.g. the Oct FRS pay you receive around Oct 31 pays your Nov retiree coverage). Please review the process for paying your **first month** of retiree premium that is explained in the Retiree Group Insurance Information handout.

Retirees who cannot pay via FRS check will make payment to a designated billing service; premium is due on the first of each month (e.g. Nov retiree coverage premium is due on Nov 1).

What if I relocate after retirement? Retirees can make eligible plan changes only during open enrollment or within 30 days of a qualified event.

- Contact the UHC On-Site representatives or UHC directly and in advance of any relocation to determine whether there is a UHC HMO or UHC CHOICE medical plan network in the area where you intend to move and for any options if there is not an HMO/CHOICE network available.
- Dental Solstice DHMO plans (Basic and Enhanced) are available in certain Florida regions only with minimal out-of-network benefits (some preventive benefits only). Make sure you check in advance if the dental plan has a network in the geographical area if you are planning to relocate. Contact Group Insurance prior to your retirement for any options if the Solstice DHMO network is not available.

What other important information do I need to know for retirement?

Once you are retired, UHC pays only after Medicare pays, regardless of if you elect Medicare. United Healthcare will assume that the retiree/spouse has elected Part B Medicare. Special provisions apply to Domestic Partners and Medicare.

Review the Retiree Group Insurance handout and Summary Plan Descriptions for more information on Medicare, as well as Domestic Partner coverage and Medicare and contact the United Healthcare On-site Service reps for information on these topics.

The information presented above is for informational purposes only. In the event of an error, the contracts of insurance will prevail.

In accordance with the provisions of ADA this document may be requested in an alternative format.

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