

FLEX EMPLOYEE BENEFITS: LACERS RETIREMENT FAQs

THIS INFORMATION IS FOR REGULAR, FULL-TIME, CIVILIAN EMPLOYEES

1. Question: If I retire due to a regular retirement, when do my Flex Benefits end?

Answer: In most cases, your benefits will end on the last day of the month in which you retired. However, if you were on leave without pay or were not working enough hours to remain benefits eligible prior to retiring, your benefits may have already ended.

2. Question: What are my benefits options when I retire?

Answer: You have the option of enrolling in LACERS medical and dental plans. Also, the Employee Benefits Division of the Personnel Department is required to send you and your dependents a COBRA (Consolidated Omnibus Budget Reconciliation Act of 1986) letter about your right to continue some of the insurance coverages you had through the Flex Benefits Program as an active employee. If you have coverage through LACERS or another group, you most likely will not want to continue your medical/dental benefits using the COBRA option.

3. Question: As a retiree, am I able to continue all of the insurance coverage that I have under the Flex Benefits Program?

Answer: No, there are some benefits that are not offered once you leave active service. A COBRA letter will be sent to your home informing you of your benefit termination and rights to continue coverage. These benefits are summarized in the chart below:

Type of Coverage	Able to Continue?	Additional Information
Medical	Yes	COBRA rules allow 18 months of Federal COBRA then 18 months of Cal-COBRA. You may not want this coverage if you will be receiving medical benefits through LACERS.
Dental	Yes	COBRA rules allow 18 months of Federal COBRA. Cal-COBRA is not available for dental plans. You may not want this coverage if you will be receiving dental benefits through LACERS.
Employee Assistance Program	No	Coverage under this plan lasts through the end of the month in which you retire.
Dependent Care Reimbursement Account	No	Participation ends the date that benefits are terminated. Claims for services provided after termination are not eligible.
Healthcare Flexible Spending Account	Yes	Continuable only if you have spent less than your year-to-date contributions at the time of termination. Coverage lasts only through the end of the calendar year in which the qualifying event occurs.
Disability Insurance	No	Coverage ends the date that benefits are terminated.
Life Insurance	Yes	May be converted to an individual whole life policy. Continuing this coverage is not subject to COBRA rules, but to those provisions set by The Standard Insurance Company.
Accidental Death & Dismemberment	No	Coverage ends the date that benefits are terminated.

4. Question: How much will my medical and/or dental plans cost under COBRA?

Answer: The charts below illustrate the 2016 monthly amounts for COBRA medical and dental coverage. If you choose to purchase COBRA coverage, the insurance carriers will bill you directly for coverage from your benefits termination date through the month after your forms are received by the insurance plan. For example, if your benefits terminated on January 31st and you turn your COBRA paperwork into the insurance company in mid-March, you will be charged a lump sum for February, March and April coverage.

2016 Monthly COBRA continuation coverage costs are as follows:

Medical Plan Rates for ALL members	Employee / Individual Only Coverage	Employee & Spouse/DP* Coverage	1 Parent + Child(ren) Coverage	Employee & Family Coverage
Blue Shield - Access+ HMO SaveNet (Narrow)	\$541.95	1,190.81	\$1,078.94	\$1,481.08
Blue Shield - Access+ HMO (Full)	\$826.20	\$1,816.46	\$1,644.99	\$2,257.69
Blue Shield – Shield Spectrum PPO	\$824.36	\$1,821.31	\$1,580.12	\$2,065.52
Kaiser Permanente HMO	\$571.26	\$1,254.28	\$1,140.54	\$1,482.04

* **Blue Shield HMO (Full) is available to all MOUs except MOUs 22, 23, 24, 25, and 30**

Dental Plan Rates ALL members	Employee / Individual Only Coverage	Employee & Spouse/DP* Coverage	1 Parent + Child(ren) Coverage	Employee & Family Coverage
DeltaCare USA DHMO	\$17.12	\$31.91	\$28.62	\$36.96
Delta Dental PPO	\$51.88	\$97.23	\$100.82	\$135.23
Delta Preventive Only	\$8.06	\$14.77	\$16.56	\$23.93

5. Question: How do I continue my Life insurance?

Answer: As a retiree, you may only convert life insurance coverage to an individual whole life policy. Please contact Standard Insurance Company directly at [800-378-4668](tel:800-378-4668) for the appropriate form. The form must be returned directly to The Standard Insurance Company within 60 days of the date your active coverage ended. If the insurance company receives your application after the deadline, your request for coverage will be denied. This coverage is not subject to COBRA rules, but to provisions set by Standard Insurance Company. The cost of coverage will be provided by the insurance company.

6. Question: What do the terms “convert” or “port” mean?

Answer: In the insurance industry “porting” coverage refers to a policy being “portable”-- meaning you can take it with you, as opposed to “converting” the group coverage into an individual insurance policy. As a retiree, your only option to continue your life insurance is by converting it to an individual whole life policy.

7. Question: When will I receive my COBRA package from the City?

Answer: It will take between 2 and 4 weeks for a COBRA package to be sent to the address you have on file in PaySR (payroll system) after the Employee Benefits Division receives notification of

your retirement. We cannot provide forms early because we need to confirm that your benefits have terminated before completing the paperwork.

- 8. Question: How does Medicare eligibility or Medicare enrollment affect COBRA eligibility?**
Answer: If you have COBRA coverage before becoming Medicare eligible, you must terminate COBRA coverage when you become Medicare eligible. If you have Medicare before becoming COBRA eligible, you may elect COBRA coverage. For more information, please contact Medicare at 800-633-4227 and Social Security at 800-772-1213.
- 9. Question: What if I am considering a deferred, disability, or other form of non-regular retirement?**
Answer: This FAQ sheet is for employees leaving the City through a regular retirement. If you have questions about your retirement situation, please contact LACERS at (800) 779-8328.
- 10. Question: What happens to my Deferred Compensation or Pensions Savings Plan account when I retire?**
Answer: Please visit www.cityofla457.com for information on your accounts. You can review important information on the “Retiree Crossroads” webpage or call 888-466-0381 to discuss your situation with a plan representative from Great West.
- 11. Question: What happens to my benefits offered through my union or City club when I retire?**
Answer: If you have medical, dental, vision, life insurance or other benefits with a Union or City club, please contact the organization directly.