

Retirement Benefits (Tier 1 or Tier 2)

Employees of the System shall participate in Plan A of the MERS retirement system.

Health Insurance & Medicare Supplement

An employee who is enrolled in ~~the~~ health insurance at retirement and is not eligible for Medicare can maintain their health insurance for themselves and any currently enrolled dependents through MERS. MERS will contribute 50% of the health premium for the employee and 0% for any dependents. MERS will continue to contribute until the retiree's death or until they enroll in Medicare, whichever is sooner. MERS will automatically enroll the retiree into a Medicare supplemental policy and terminate their health insurance coverage when they have reached the Medicare eligibility age. MERS will continue to contribute 50% towards the employee only premium and 0% towards any dependents covered. Spousal coverage in Medicare may be continued upon the retiree's death and the spouse will pay 100% of the premium.

Other Insurance Benefits

Supplemental insurance benefits that an employee might be participating in are portable at retirement. It is the retiree's responsibility to contact the insurance carrier and ~~setup a direct payment with them~~ arrange for coverage. Retirees not enrolled in Medicare ~~will not~~ have the option of continuing Vision, ~~Dental, and Life~~ insurance products ~~that are contributed to by MERS but must pay 100% of the premiums~~. Retirees on Medicare ~~will need to~~ may seek individual coverage in the marketplace if they want to continue coverage. Coverage will cease at the end of the month of the retiree's last day of employment.

Premium Deduction

The retiree's insurance premium share will automatically be deducted from their retirement or disability paycheck. Other insurance premiums of the retiree may be withheld in accordance with the Employer Insurance Premium Deduction process.

Continuous Coverage

Retirees must maintain continuous coverage of the health insurance or Medicare Advantage plan for themselves and any covered spouse or dependent. A retiree cannot add any dependents after they have retired nor can they re-enroll themselves nor their dependents if coverage has been cancelled for any reason.