CHEMEKETA COMMUNITY COLLEGE – GROUP BENEFIT OPTIONS UPON RETIREMENT

NAME: ________________________________ EXIT DATE: ____________________________

MEDICAL, DENTAL, and/or VISION: College-paid “Active” Insurance ends:
As a retiree, you may be able to continue Chemeketa medical, dental, and/or vision plans under the “Early Retiree” plan or “COBRA Continuation” plan. The Chemeketa Early Retiree plan is available to employees who have applied for PERS/OPSRP retirement benefits and have at least five (5) years of salaried employment at the College. You can maintain coverage on the early retiree plan until age 65 (or Medicare eligibility) by paying the required monthly premiums. The COBRA Continuation plan allows you to continue group health coverage on a self pay basis, duration of which is determined based upon the qualifying event (usually 18 months). There are specific events that will cause termination of COBRA such as not paying your premiums on a timely basis, beginning another group health plan without pre-existing condition limitations, or entitlement to Medicare benefits after electing COBRA. The enclosed COBRA notice explains rights for you and eligible dependents. Spouse coverage: A spouse age 65 or older at the time the employee retires is not eligible for coverage on the retiree health plan and will lose coverage when the employee’s active insurance ends. A spouse who is covered on the retiree health plan, and would lose coverage when the retired employee becomes eligible for Medicare, will be allowed to continue Chemeketa’s retiree plan until age 65 or Medicare eligibility is reached.

Insurance plans which supplement Medicare are available through PERS for Tier 1 or Tier 2 retirees only, and on an individual basis from many companies. You should compare supplemental plans several months before reaching age 65 in order to make timely application to coincide with the effective date of your Medicare plan.

GROUP TERM-LIFE INSURANCE: College-paid Insurance ends: ____________ Supplemental Life Insurance ends: ____________
Within 31 days following coverage termination, you can apply for portability to maintain your insurance. Porting is continuation of term insurance at group rates, as posted for supplemental insurance (age banded). Maximum portability amount is $750,000 (for employee) employer paid and supplemental insurance combined. Employees with amount over this limit can choose to convert to individual, whole-life coverage. Portability may not be available if employee/dependent has medical condition with a material effect on life expectancy. For information, contact UNUM at 1-800-421-0344.

ACCIDENTAL DEATH AND DISEMBERRMENT: College-paid Insurance ends: ____________
AD&D ends on the same date as college-paid life insurance. Your AD&D coverage is equal to the amount of your college-paid group life coverage. You can port all or a portion of AD&D insurance at a rate of $.02 per $1,000. You may contact UNUM at 1-800-421-0344.

AFLAC - CANCER INSURANCE: Insurance ends: ____________ (month of retirement)
Coverage may be transferred to an individual policy at the Chemeketa group rates in effect at the time you leave. To maintain insurance, submit a Request for Change form to AFLAC. Contact your agent for assistance with form and direct pay arrangements.

LONG TERM CARE INSURANCE: Insurance ends: ____________ (month of retirement)
May be transferred to an individual policy at the Chemeketa group rates in effect at the time you leave. Within 31 days immediately following coverage termination, you have the option to continue your coverage on an individual basis. Refer to the conversion form provided; and contact UNUM at the number provided for more information.

LONG TERM DISABILITY: Coverage ends the last day of the month in which employment ends. No conversion option is available.

PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS) It is your responsibility to notify PERS directly when you plan to retire. Chemeketa’s payroll office will submit a Notice of Separation after the final paycheck has been issued. For complete information, contact PERS at (888) 320-7377 or go to http://oregon.gov/PERS/.

TUITION WAIVER: Last term of waiver: ____________ (Retirees can also access tuition waiver through the Emeritus program.)
Tuition waiver benefits (up to 16 credits per term; pro-rated if less than full-time) continue for retirees (and eligible family members) who have five or more years of service. Continuation is in effect for two academic terms immediately following retirement.

FLEXIBLE SPENDING ACCOUNT (HEALTH EXPENSE OR DEPENDENT CARE): Participation ends: ____________
Contributions end with your final paycheck. You have until the following March 31 to submit reimbursement requests for services which took place during the plan-year while you were an active participant in the plan. A COBRA option is available for the Health Care reimbursement plan. Retirees with a stipend may be able to contribute pre-tax contributions, in some circumstances.

RETURN OF COLLEGE PROPERTY By the last day of employment, it is your responsibility to return, directly to the Public Safety Office, any college property in your possession including ID card, building-access card, keys, equipment, etc.

OPTIONAL PERSONAL EXIT INTERVIEW If you desire a personal and confidential meeting with the Director of Human Resources, you may make an appointment by calling the Director of Human Resources at 503-399-5009.

I have been advised of COBRA, portability and retiree plan rights available to me (and my insured dependents) subject to eligibility and timely election. I have been advised of my responsibility to return any college property directly to the Public Safety Office. I have received applicable election forms.

EMPLOYEE SIGNATURE ___________________________ DATE ____________

SPouse SIGNATURE ___________________________ DATE ____________
White – Employee & Spouse/partner sign and return to Human Resources
Yellow – Employee’s copy
Pink – HR retain pending return of signed original

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