

BOSTON COLLEGE  **BENEFITS OFFICE**

**BENEFIT INFORMATION
FOR GRANDFATHERED EMPLOYEES
AT RETIREMENT**

[Note: The following information describes benefit policies, coverages, and costs in effect at the time of printing (January 2024). Boston College reserves the right to change or terminate these benefits at any time.]

Retirement Planning

In planning for retirement there are many issues to be considered such as timing, financial, medical, personal, etc. You should start gathering information well in advance of your expected retirement date, in order to be fully prepared for a successful retirement.

Having a sound financial plan is the cornerstone of a good retirement. One way to achieve that goal is to meet on a regular basis with a TIAA or Fidelity representative. Representatives come to the campus monthly and will meet with you on a confidential one-to-one basis to assist you with your investment decisions. When you are close to retirement they can help to prepare a plan to create income from your accumulated savings.

You can use the following information to schedule a counseling session:

Fidelity

Retiree Medical Plan Eligibility

Grandfathered Employees

Effective January 1, 2006, a “grandfathering” formula was developed to determine the actual contribution percent that Boston College employees would pay for retiree medical coverage in the future. Under this formula, an employee’s “points” were determined as of January 1, 2006. The “points” were derived by adding the employee’s age to the years of eligible service as of January 1, 2006. The total “points” determine the percent of the post-65 medical premium to be paid by the retiree (see *Medical* on page 6).

As of January 1, 2012, those “grandfathered” employees who had 55 or more “points” on 1/1/2006 were deemed to be eligible for the medical benefit described in this document. “Grandfathered” employees will generally be eligible for the retiree medical benefit upon completion of 15 years of continuous **full-time** service after age 47 (i.e., at age 62 or older). There is no benefit available for part-time employment, regardless of length of service.

For “grandfathered” retirees whose spouse also works at Boston College and has a Retiree Medical Savings Account (RMSA), upon retirement, the spouse may choose either the “grandfathered” spouse benefit or the RMSA benefit but not both. Additionally, the decision is irrevocable.

Non-Grandfathered Employees

Effective January 1, 2012, Boston College implemented a new type of retiree medical program, a Retiree Medical Savings Account. This new plan will apply to full-time Boston College employees who were hired on or after January 1, 2006. It will also apply to full-time employees who were already employed on January 1, 2006, but whose age plus service on that date totaled less than 19 (C)-2 (oll)-3

You pay a **Part B** premium each month. Most people will pay the standard premium amount. However, if your modified adjusted gross income as reported on your IRS tax

Medicare Supplement Plans Available to Retirees through Boston College

Before you can be enrolled in a Medicare Supplement Plan you must be enrolled in Medicare Part A and Part B. Most employees over the age of 65 are enrolled in Part A while still working but most are *not* enrolled in Part B. Since it takes Social Security approximately 4 to 6 weeks to process a Part B application, it is imperative that you submit certain forms to Social Security in a timely manner. You can obtain these forms from Social Security, either in person, on-line or via telephone, or request them from the Benefits Office. You will need to submit to Social Security two completed forms, an “*Application for Enrollment in Medicare*” and a “*Request for Employment Information*.” The Benefits Office will need to complete the “*Request for Employment Information*” form for you. You need this form to be eligible for a “Special Enrollment Period (SEP)” enrollment. This enrollment will allow you to enroll at a time other than a Social Security open enrollment window and without the penalties exacted when you don’t enroll in Part B at age 65. Please feel free to call the Benefits Office at 2-3329 for details or questions.

As of January 1, 2012, Boston College offers two Medicare

Medical Benefits for the Retiree between Age 62 and 65

Effective January 1, 2024

Your *eligible* spouse may also enroll in one of the retiree supplement plans available to employees when he/she reaches age 65 and enrolls in Medicare, as long as your spouse was at least age 55 when you retired. For spouses of retirees who retired after September 1, 1996, the University will pay 50% of the cost of the retiree medical plan.

| | Effective January 1, 2024 | |
|--|----------------------------------|--------------------------|
| | <u>Full Cost</u> | <u>Spouse Cost (50%)</u> |
| Tufts Medicare Preferred Supplement | \$506.00 | \$253.00 |
| Tufts Medicare Preferred HMO | \$465.00 | \$232.50 |

Dental / Vision Benefits at Retirement

When you retire from Boston College, under provisions of the federal law known as “COBRA,” you may remain in the Boston College group dental and/or vision plan for up to 18 months after your retirement date. The first month after you retire, you will be responsible for paying the “employee portion” of the premium cost. For the next 17 months, you will be responsible for paying the “total cost” of the coverage. If you have a family plan covering only you and your spouse, you may enroll in two individual plans at retirement, which will lessen the cost of the

The EyeMed Vision premium is 100% paid by the employee. Boston College does not subsidize the EyeMed vision plan. Therefore, the first month of COBRA for the vision plan is not offered at a reduced rate. The full premium applies for all 18 months. The COBRA EyeMed Vision rates are as follows:

January 1, 2024 through December 31, 2024

| | Full Monthly Premium |
|----------------------|----------------------|
| Individual | \$ 8.85 |
| Individual (2 plans) | \$17.70 |
| Family | \$22.56 |

Life Insurance Benefits at Retirement

As an employee, you are enrolled in a Basic Group Life Insurance plan paid for by Boston College. You may also have Supplemental and/or Dependents life insurance coverage for which you pay through payroll deductions. All of these insurance programs are term insurance plans, which means there is no cash reserve or surrender value in the policies. The coverage stops on your termination date. You can apply during the next 60 days to “port” (if you are under 99 years of age) your Basic, Supplemental and/or Dependents group term life insurance into an individual term policy with pooled term rates.* The portable coverage amount is limited to a minimum of \$10,000 and a maximum of the lesser of your current coverage or \$500,000 (including Basic and Supplemental life coverage).

If you are retiring due to illness or injury, or if you prefer “whole-life” insurance, you have the opportunity, within 60 days of your termination date, to “convert” your Basic and/or Supplemental Life to an individual “whole-life” insurance policy. Please note that “whole-life” insurance is usually expensive, especially at retirement age.

After your termination / retirement action is processed through payroll, you will receive from The Standard Insurance Company instructions about contacting them at 1-800-378-4668 to discuss the portability and conversion options.

*(The portability option is not available if you are disabled at the time of retirement.)

Financial Planning Subsidy

Prior to retirement, Boston College provides a partial subsidy for certain financial planning services. The primary purpose of this policy is to encourage staff to seek professional assistance with retirement and estate planning decisions. Full-time staff members age thirty and over, with at least one year of full-time service at Boston College, are eligible to participate in this program. The University will subsidize eighty percent of the cost of eligible financial planning services, up to a

maximum contribution of \$650 per person. If you have not utilized this benefit, or if you have and it has been at least five years since your reimbursement, you may be eligible for the Financial Planning Subsidy benefit. *However, the services must have been provided and the benefit must be paid-out prior to your retirement date.*

To be eligible for the subsidy, you must utilize recognized professionals in the financial planning field, including but not limited to Certified Financial Planners, Chartered Financial Consultants, Certified Public Accountants, and attorneys specializing in financial and/or estate planning.

In order to participate, you must complete, in advance, a Financial Planning Subsidy request form, indicating the person or persons whose services are to be used, and furnishing appropriate information about the planner's financial planning credentials. It is the University's intent to allow participants as much flexibility as possible in selecting a financial planning advisor. Nevertheless, the University reserves the right to seek additional information about the planner's credentials and, when deemed appropriate, to decline to subsidize the planner's services. For additional guidelines about the subsidy and to obtain an application form, go to www.bc.edu/benefits and scroll down to Retirement & Finance / Financial Planning Subsidy or contact the Benefits Office.

Automobile and Homeowners Insurance (MetPay)

Retirees continue to be eligible for discounts through the Farmers Group Select automobile and homeowners insurance program. For information or to arrange to continue the insurance on a direct-bill basis, participants should call **Farmers** directly at 1-888-327-6335 or contact Boston College's representative, Stacey Taylor at 978-433-7821 (cell). You must inform **Farmers** of your "retiree" status in order to keep the Boston College group discounts.

Metro Credit Union

If you are a member of the Metro Credit Union you can maintain your membership after retirement. Since you will no longer have payroll deductions, arrangements will have to be made with the Credit Union regarding any loan repayments.

Parking

If interested, you should call the Transportation and Parking Office at 617-552-0151 to discuss parking options after retirement. Options may include purchasing a "G" parking permit directly through the Transportation Office, or paying as a visitor in the garages.

Maintaining Your E-Mail Address

If you are a faculty or staff member and would like to keep your e-mail address, please contact Jim McGrath or Anabelle Murphy in the Benefits Office (2-3329) at the time of your retirement.

Mailing Checks / On-line Payments

If you will be paying for any portion of your medical and/or COBRA dental/vision coverage, you will receive a monthly premium statement(s) from VOYA Financial. The most efficient way to pay your medical and/or dental/vision premium is by setting up recurring payments with VOYA. Once recurring payments are set up, you'll have the convenience of the monthly premium(s) being automatically deducted from your checking or savings account.

You will receive communication from VOYA Financial **AFTER** your retirement date with instructions to set up an on-