

Campus Police and Police Sergeants Retirement Benefit Overview

Eligible for benefits at age 50 w/ 10 years of service

Medical Coverage – COBRA only

Campus Police and Police Sergeants are **not eligible** for EMU retiree medical coverage. However, at time of retirement, you may choose to continue your medical coverage for yourself and your dependents through COBRA. COBRA is a federal law which generally allows you continuation of coverage, **at your own expense, paying the full COBRA rate** for up to 18 months, unless there are other circumstances as defined by DOL. You are not required to elect COBRA for all your covered dependents and can choose who remains covered.

Employees and their dependents remain on the active employee medical plan until the end of the month during which they choose to retire. Thus, COBRA Medical Coverage comes into effect on the first day of the following month. Proper arrangements must be made with the Benefits Office as soon as possible. Please see COBRA rates below:

2020 COBRA RETIREE MEDICAL RATES				RETIREE DENTAL
Coverage	QUARTERLY MEDICAL PREMIUMS			QUARTERLY DENTAL
	BCBS PPO Option 5	Simply Blue (HDHP)	BCN-HMO	<u>All Groups</u>
Single	\$3,010.13	\$2,028.28	\$2,239.69	\$123.57
Two Person	\$7,224.29	\$4,867.96	\$5,375.32	\$238.95
3 to 4	\$9,030.39	\$6,085.01	\$6,719.12	\$451.05
5 or more	\$10,384.95	\$6,997.76	\$7,726.99	

Blue Cross Blue Shield: 800-322-4447, Blue Care Network: 800-662-6667
Delta Dental: 800-482-8915

Dental Coverage - COBRA

Employees can keep their dental coverage for themselves and their dependents through the end of the month in which they retire, free of cost. On the first day of the following month, they can elect to continue their current coverage under COBRA for themselves and any covered dependents at time of retirement. COBRA coverage is provided **at employee's own expense and at the full COBRA rate for up to 18 months** (see rate chart above), unless there are special circumstances, as defined by DOL. Proper arrangements must be made with the Benefits Office.

Important Notations about COBRA Coverage:

- If you voluntarily cancel your COBRA medical or dental coverage at any time, or if coverage is cancelled for non-payment, you will not be permitted back in the plan(s).
- COBRA notice will be provided to you within 14 days after your notice of your retirement is processed
- You may decide to only continue COBRA medical or dental coverage for certain dependents on your current plan(s) and are not required to purchase it for everyone on your plan. Please inform the Benefits Office if you wish to pursue this option and we will adjust your COBRA enrollment accordingly

How to Make Payment for COBRA - Medical and Dental

Cobra is processed through our vendor: BASIC. Please contact 800-444-1922 (COBRA)

Basic Life and Supplemental Life Insurance

EMU retirees are automatically granted a basic life insurance policy, effective on the date of retirement, at no cost. Please be sure to have current beneficiary information on file at all times.

Life Insurance Policies	
Employee Class	Life Insurance Value
Campus Police - CP	\$4,000
Police Sergeants - PS	\$7,000

In addition, you may have the option to convert your basic and supplemental life insurance as an active employee to an individual policy, without any medical exams, within 31 days of retirement. You will be responsible for the cost of such policy and will have to coordinate with The Hartford directly (for basic life coverage, you can convert the entire amount, less \$7,000 for PSs, \$4,000 for CPs). Contact Hartford at 800-882-8395 within 31 days of retirement to obtain assistance with conversion rates and make an informed decision.

Flexible Spending Account

Your Flexible Spending Account will terminate upon date of retirement. Reimbursement for services incurred before that date will be honored provided you submit reimbursement requests with eligible receipts within 90 days of your termination date. You may be eligible to continue your FSA through COBRA for the remainder of the calendar year, if you so choose. The Benefits Office will determine your eligibility for continuation of FSA under COBRA and send information in the mail, if applicable. BASIC contact information for FSA: 800-444-1922.

Vacation and Sick Time Payout

If you have unused vacation hours upon retirement, they will be paid out to you in full as long as you have been an EMU employee for at least 1 year. Campus Police (CPs) are eligible to receive a 50% payout of any unused, accrued sick time. PS's do not receive sick time payout.

Retirement Plans (TIAA and MPERS)

TIAA: If you have a TIAA account, contact TIAA directly to inquire about rollovers or distributions at 1-800-842 2776, or visit www.tiaa.org for more information.

MPERS: If you have MPERS, contact the Office of Retirement Services directly at 1-800-381-5111 to inquire about specific retirement and health benefit options available to you. You may also visit www.michigan.gov/orsschools to register for "miAccount" and apply for retirement electronically. If you are part of MPERS, your EMU benefits will end at the end of the month in which you retire.

Benefits Office Contact Information: 734-487-3195 or email: hr_benefits@emich.edu