

## BENEFIT INFORMATION (FOR “RMSA” EMPLOYEES) AT RETIREMENT

[Note: The following information describes benefit policies, coverages, and costs in effect at the time of printing (January 2020). 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                      1-800-642-7131 or [getguidancefidelity.com](http://getguidancefidelity.com)

TIAA                            1-800-732-8353 or [www.tiaa.org/moc](http://www.tiaa.org/moc)

Both TIAA and Fidelity also offer more advanced retirement planning services for participants who meet certain criteria. Ask the counselor if those services would make sense for you.

**You should normally contact the Benefits Office at least three months before your retirement date in order to ensure a smooth transition. This is especially important if you are age 65 or older and will need to be enrolled in Medicare A or B for the first time (certain forms need to be filed with Medicare and the process can take some time.)**

## **Retiree Medical Savings Account**

### **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 55 “points” (which was communicated via personal letter in March of 2005). Please feel free to contact the Benefits Office (2-3329) if there are any questions regarding points or “grandfathered” coverage.

### **RMSA**

The Boston College Retiree Medical Savings Account (RMSA) Plan is designed to help eligible employees pay for qualified medical expenses incurred in retirement. Under this Plan Boston College makes monthly RMSA credits of \$215.00 for each eligible employee. An eligible employee is a full-time benefits-eligible employee over the age of 50 who is regularly scheduled to work 35 or more hours per week.

A credit is not an actual cash contribution to an account. No actual dollars are held in your name; rather, a credit is made to a “notional” account that provides a “bookkeeping” method for you and Boston College to track amounts you may be able to use for eligible expenses in retirement. Employees must also meet initial and ongoing eligibility requirements. Although there are no actual dollars held in your name, you can track the credit balance that you may be eligible to use in the future by visiting Fidelity Net Benefits at [www.fidelity.com/atwork](http://www.fidelity.com/atwork) and clicking on your BC RMSA Plan.

You may access credits after leaving Boston College employment if you are age 65 or older and have been credited with at least 12 years of post-age 50 service. If you have 12 years of eligible service (i.e., at least age 62) when you leave Boston College but are not age 65, you can access credits once you turn age 65. When eligible you can seek reimbursements for eligible medical expenses such as:

- Deductibles
- Copayments
- Out-of-pocket medical expenses not covered or partially covered by medical, dental or other group plans
- Medicare premiums, including Part B, Part C (Medicare Advantage plans), and Part D prescription drug premiums for individuals over age 65
- Medicare Supplement plan premiums

For more detailed information regarding Boston College’s RMSA plan please refer to the “Plan Highlights” document, which may be attached or can be found on-line at [Plan Highlights](#).

## Medicare Program

Medicare is a government program that provides medical coverage to qualified people, 65 years of age or older. Medicare now has three parts. Part A is Hospital Insurance; Part B is Supplementary Medical Insurance; and Part D is Prescription Drug Coverage. Part A pays some of the costs of hospitalization and limited nursing-home care. Part B primarily covers doctors' fees, most outpatient hospital services, and certain related services. Parts A and B also cover many home health services. Part D pays some prescription costs.

**Part A** is free for eligible participants.

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 return from 2 years prior to your Medicare Part B enrollment date is above a certain amount, you may pay more.

**The 2020 Medicare Part B Rates are as follows if your Yearly Income in 2018 was:**

<b>Individual Return</b>	<b>Joint Return</b>	<b>You Pay Each Month for Medicare Part B</b>
\$87,000 or less	\$174,000 or less	\$144.60
above \$87,000 up to \$109,000	above \$174,000 up to \$218,000	\$202.40
above \$109,000 up to \$136,000	above \$218,000 up to \$272,000	\$289.20
above \$136,000 up to \$163,000	above \$272,000 up to \$326,000	\$376.00
above \$163,000 & less than \$500,000	above \$360,000 and less than \$750,000	\$462.70
\$500,000 or above	\$750,000 and above	\$491.60

Part D (prescription program) needs to be purchased from a private insurance vendor. Programs and costs vary by vendor. As is the case with the Part B premium, if your modified adjusted gross income, as reported on your IRS tax return from 2 years prior to your Medicare Part B enrollment date, is above a certain level amount, Social Security may also charge you an *additional amount* due to the Part D prescription component in your plan. Social Security will notify you if this is the case (please see above for adjusted premium amounts).

Part A has a deductible of \$1,408.00 for each benefit period in 2020 and, once the deductible is met, generally pays 80% to 100% for covered services, leaving a patient co-payment of up to 20%. Part B has a \$198.00 deductible in 2020 and then pays 80% for covered services.

If at retirement (age 65 or older) you were only enrolled in Medicare A and B, you would not have the same level of comprehensive insurance that you enjoyed as an active employee at Boston College. In order to have more comprehensive insurance coverage at retirement, a person needs a Medicare supplement insurance policy. These types of policies generally cover one or more of the applicable deductibles, as well as the 20% co-insurance costs, and they often have a comprehensive prescription benefit. While Medicare now offers prescription coverage, it is limited.

More detailed information about the Medicare program can be obtained by calling **Social Security** at **1-800-772-1213** or going on-line at [www.ssa.gov](http://www.ssa.gov).

### **Medicare Supplement Plans**

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.

There are many types of Medicare Supplement Plans available in the marketplace. The premium costs for these plans vary widely depending on the design and coverage provided by the plans. There are national plans available from, for instance, AARP, and many regional options from local insurance companies, such as, Harvard Pilgrim Health plan, Tufts Health plan and Blue Cross-Blue Shield. You also have the option of enrolling in one of the two retiree medical plans that Boston College offers, the Tufts Medicare Preferred HMO plan (a Medicare Advantage plan) and the Tufts Medicare Preferred Supplement PDP plan. You would be responsible for paying the full cost of the monthly premium. The full premium for the Tufts Supplement plan in 2020 is \$419.00 and the full premium for the Tufts HMO plan in 2020 is \$392.00.

### **Medical Benefits for the Retiree between Age 62 and 65**

If you participate in the RMSA plan, have 12 or more years of eligible service, and retire between age 62 and 65, you may remain in a Boston College active employee plan until you reach age 65. You will be responsible for paying the employee rate (see below) for your coverage each month. You cannot enroll in a Medicare supplement plan, because you are not yet eligible for Medicare. When you reach age 65, your active employee coverage will end, and you will have the option to

enroll in a Medicare supplement plan offered by Boston College (at 100% of the monthly premium cost) or in another offered through the marketplace.

**Employee Cost, Effective January 1, 2020 through December 31, 2020**

	Individual	Family
Harvard Pilgrim HMO	\$152.80	\$415.20
Harvard Pilgrim PPO	\$216.16	\$586.96

**Medical Benefits for a Retiree’s Spouse prior to age 65**

At retirement an eligible employee’s spouse, who is under age 65, but at least age 55, will be eligible for up to 3 years of medical coverage with University contributions (the coverage is limited only to the active group coverage and only available up to the month of the spouse’s 65<sup>th</sup> birthday). If the retiree is also under age 65, the spouse will stay on the retiree’s family membership, and they will pay the normal family deduction rate for up to 3 years, or until either party turns 65. At that point the under-65 party will switch to an individual membership and the over-65 party will enroll in a Medicare supplement plan of his or her choosing (there is no option for active plan coverage over age 65). If the retiree is over 65 at retirement, or turns 65 during the initial 3-year period, the spouse will pay 50% of an individual premium until the end of the 3-year period or until the spouse turns 65, if earlier.

After 3 years, the spouse will be eligible for coverage to age 65 by paying 100% of the individual premium. At age 65, the spouse will be eligible to enroll in whatever Boston College Medicare option is available and will be responsible for paying 100% of the premium, or the spouse may enroll in any option available in the marketplace.

A retiree’s spouse who is under age 55 at retirement will be eligible only for the 3 years of coverage with University contributions as outlined above. He/she will not be eligible for post-65 coverage in the Boston College retiree medical plans, nor be eligible for COBRA continuation. The 3 year period of subsidized premiums runs concurrently with the COBRA eligibility period.

If a retiree is not married at the time of retirement, any future spouse will not be eligible for coverage under a Boston College group plan, nor will the spouse be eligible for medical cost reimbursements under the RMSA plan.

**Effective January 1, 2020 through December 31, 2020**

	<u>50% Cost</u>	<u>100% Cost</u>
Harvard Pilgrim HMO	\$382.02	\$764.03

Harvard Pilgrim PPO

\$432.34

\$864.68

### Medical Benefits for the Retiree at Age 65

As explained previously an eligible employee with a RMSA account will be able to access his/her accumulation for reimbursement for qualified medical expenses incurred after age 65. You will make your requests for reimbursements through Acclaris, the third-party administrator for the plan during the reimbursement stage. To receive reimbursement from the Plan, you must complete a reimbursement form, which will be available online at the Acclaris Reimbursement Center which can be accessed from the Fidelity Net Benefits home page once you log on to [www.fidelity.com/atwork](http://www.fidelity.com/atwork).

You will submit the claim form with the required supporting documentation and you will receive a reimbursement check, or the amount can be directly deposited into your bank account, provided that you have sufficient available credits. Expenses must be submitted within 24 months from the date they were incurred. A Debit Card option will also be available for use for certain qualified expenses.

### Dental 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 plan for up to 18 months after your termination 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 coverage. If you have a family plan covering you and your spouse, you may enroll in two individual plans at retirement, which will lessen the cost of the premium. You may cancel either plan during the 18 months, but once you cancel, you cannot re-enroll.

Non-group dental coverage is also available through Delta Dental when the COBRA period ends. You should contact Delta Dental directly for details (1-800-872-0500). Dental coverage may also be available through the Massachusetts Health Connector at [www.mahealthconnector.org](http://www.mahealthconnector.org). COBRA *Delta Premier* dental rates are as follows:

#### January 1, 2020 through December 31, 2020

	Employee Cost (1st Month)	Full COBRA Cost
Individual	\$15.76	\$39.37
Individual (2 plans)	\$31.52	\$78.74

## **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 Dependent 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 Dependent 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). For a personalized portability kit, which includes rates, please call the The Standard customer service number at 800-378-4668 or e-mail [CBT@standard.com](mailto:CBT@standard.com).

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. If you would like to pursue the conversion option further, please call The Standard at 800-378-4668 or e-mail [CBT@standard.com](mailto:CBT@standard.com) for information.

\*(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 full or a reduced 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/hr](http://www.bc.edu/hr) and click on ‘Resources and Forms,’ or contact the Benefits Office.

### **Automobile and Homeowners Insurance (MetPay)**

Retirees continue to be eligible for discounts through the MetPay Group Automobile and Homeowners Insurance Program. For information or to arrange to continue the insurance on a direct-bill basis, participants should call MetPay directly at 1-800-438-6388 or contact Boston College’s on-campus representative, Stacey Taylor at 978-433-7821 (cell) or [staylor1@metlife.com](mailto:staylor1@metlife.com). You must inform MetPay 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 member the Provost Office will automatically request that you be allowed to keep your Boston College e-mail address. If you have any questions or concerns, please call the Provost Office at 2-4780.

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

## Mailing Checks

If you will be paying for any portion of your health or dental coverage, you will receive a monthly invoice from Boston College with a self-addressed return envelope. Please make checks **payable to Boston College** and send them to the following address:

**Boston College  
Benefits Office – 129 Lake  
140 Commonwealth Avenue  
Chestnut Hill, MA 02467**

Payments may also be made on-line:

[www.bc.edu/benefitsbilling](http://www.bc.edu/benefitsbilling)

You'll need the Employee ID # (Eagle ID #) listed on the statement. If you are making payments for both yourself and your spouse, you'll need to make **two separate payments** since you each have your own unique Employee ID #.

If you have any questions concerning your premium payment you can call the Benefits Office at 617-552-3329.