

FLEX EMPLOYEE BENEFITS: LACERS RETIREMENT FAQs

THIS INFORMATION IS FOR REGULAR, FULL-TIME, CIVILIAN EMPLOYEES

1. Question: If I retire due to a regular retirement, when do my Flex Benefits end?

Answer: In most cases, your benefits will end on the last day of the month in which you retired. However, if you were on leave without pay or were not working enough hours to remain benefits eligible prior to retiring, your benefits may have already ended.

2. Question: What are my benefits options when I retire?

Answer: You have the option of enrolling in LACERS medical and dental plans. Also, the Employee Benefits Division of the Personnel Department is required to send you and your dependents a COBRA (Consolidated Omnibus Budget Reconciliation Act of 1986) letter about your right to continue some of the insurance coverages you had through the Flex Benefits Program as an active employee. If you have coverage through LACERS or another group, you most likely will not want to continue your medical/dental benefits using the COBRA option.

3. Question: As a retiree, am I able to continue all of the insurance coverage that I have under the Flex Benefits Program?

Answer: No, there are some benefits that are not offered once you leave active service. A COBRA letter will be sent to your home informing you of your benefit termination and rights to continue coverage. These benefits are summarized in the chart below:

Type of Coverage	Able to Continue?	Additional Information
Medical	Yes	COBRA rules allow 18 months of Federal COBRA then 18 months of Cal-COBRA. You may not want this coverage if you will be receiving medical benefits through LACERS.
Dental	Yes	COBRA rules allow 18 months of Federal COBRA. Cal-COBRA is not available for dental plans. You may not want this coverage if you will be receiving dental benefits through LACERS.
Employee Assistance Program	No	Coverage under this plan lasts through the end of the month in which you retire.
Dependent Care Reimbursement Account	No	Participation ends the date that benefits are terminated. Claims for services provided after termination are not eligible.
Healthcare Flexible Spending Account	Yes	Continuable only if you have spent less than your year-to-date contributions at the time of termination.
Disability Insurance	No	Coverage ends the date that benefits are terminated.
Life Insurance	Yes	You may request enrollment forms by contacting the Employee Benefits Division. Continuing this coverage is not subject to COBRA rules, but to those provisions set by The Standard Insurance Company. Cost will be provided by the insurance company.
Accidental Death & Dismemberment	Yes	You may request enrollment forms by contacting the Employee Benefits Division. Cost will be provided by the insurance company.

4. Question: How much will my medical and/or dental plans cost under COBRA?

Answer: The charts below illustrate the 2011 monthly amounts for COBRA medical and dental coverage. If you choose to purchase COBRA coverage, the insurance carriers will bill you directly for coverage from your benefits termination date through the month after your forms are received by the insurance plan. For example, if your benefits terminated on January 31st and you turn your COBRA paperwork into the insurance company in mid-March, you will be charged a lump sum for February, March and April coverage.

Medical Plan Rates for non-EAA members	Employee / Individual Only Coverage	Employee & Spouse/DP* Coverage	Employee or Spouse/DP & Child(ren) Coverage	Employee & Family Coverage
Anthem Blue Cross HMO	\$430.07	\$944.64	\$856.17	\$1,175.41
Anthem Blue Cross PPO	\$697.72	\$1,530.18	\$1,327.80	\$1,735.88
Kaiser Permanente HMO	\$438.02	\$961.24	\$874.04	\$1135.64

Medical Plan rates for EAA members	Employee / Individual Only Coverage	Employee & Spouse/DP* Coverage	Employee or Spouse/DP & Child(ren) Coverage	Employee & Family Coverage
Anthem Blue Cross HMO	\$421.65	\$926.10	\$839.40	\$1,152.40
Anthem Blue Cross PPO	\$692.72	\$1,530.18	\$1,327.80	\$1,735.88
Kaiser Permanente HMO	\$431.04	\$945.90	\$860.08	\$1,117.52

Dental Plan Rates Non-EAA & EAA members	Employee / Individual Only Coverage	Employee & Spouse/DP* Coverage	Employee or Spouse/DP & Child(ren) Coverage	Employee & Family Coverage
DeltaCare USA DHMO	\$16.69	\$31.09	\$27.89	\$36.03
Delta Dental PPO	\$50.84	\$95.25	\$97.19	\$130.91
Delta Preventive Only	\$5.08	\$9.30	\$10.44	\$15.08

5. Question: How do I continue my Life insurance?

Answer: As a retiree, you may only convert life insurance coverage to an individual whole life policy. Contact the Employee Benefits Division at per.empbenefits@lacity.org or (213) 978-1648 to request a continuation form. The form must be returned directly to The Standard Insurance Company within 60 days of the date your active coverage ended or else your request for coverage will be denied. This coverage is not subject to COBRA rules, but to those provisions set by Standard Insurance Company. Costs will be provided by the insurance company.

6. Question: How do I continue my Accidental Death & Dismemberment coverage?

Answer: If you had AD&D coverage, you may “port” your policy to continue coverage. Call 213-978-1648 or e-mail per.empbenefits@lacity.org for forms. The forms must be returned directly to MetLife within 31 days from the date your benefits are terminated, or 45 days from the date your COBRA notice is given, if given more than 15 days but less than 90 days after the date benefits were terminated. If MetLife receives your application after the deadline, your request for coverage will be denied. This coverage is not subject to COBRA rules, but to those provisions set by MetLife. Costs will be provided by the insurance company.

7. Question: What do the terms “convert” or “port” mean?

Answer: In the insurance industry “porting” coverage refers to a policy being “portable”-- meaning you can take it with you, as opposed to “converting” the group coverage into an individual insurance policy. As a retiree, your only option to continue your life insurance is by converting it to an individual whole life policy while your AD&D coverage can only be “ported”.

8. Question: When will I receive my COBRA package from the City? Can I obtain the forms early?

Answer: It will take between 2 and 4 weeks for a COBRA package to be sent to the address you have on file in PaySR (payroll system) after the Employee Benefits Division receives notification of your retirement. We cannot provide forms early because we need to confirm that your benefits have terminated before completing the paperwork.

9. Question: How does Medicare eligibility or Medicare enrollment affect COBRA eligibility?

Answer: If you have COBRA coverage before becoming Medicare eligible, you must terminate COBRA coverage when you become Medicare eligible. If you have Medicare before becoming COBRA eligible, you may elect COBRA coverage. For more information, please contact Medicare (800-633-4227) and Social Security (800-772-1213).

10. Question: What if I am considering a deferred, disability, or other form of non-regular retirement?

Answer: This FAQ sheet is for employees leaving the City through a regular retirement. If you have questions about your retirement situation, please contact LACERS at (800) 779-8328.

11. Question: What happens to my Deferred Compensation or Pensions Savings Plan account when I retire?

Answer: Please visit www.cityofla457.com for information on your accounts. You can review important information on the “Retiree Crossroads” webpage or call 888-466-0381 to discuss your situation with a plan representative from Great West.

12. Question: What happens to my benefits offered through my union or City club when I retire?

Answer: If you have medical, dental, vision, life insurance or other benefits with a Union or City club, please contact the organization directly.