

RETIREE GUIDE 2020

Please keep in mind, this guide is meant for general information. You may want to consult your financial advisor for assistance with your specific situation.

When approaching retirement, you may have questions and concerns about your future benefits. TCCS Benefits Administration is here to help you. TCCS can review your options within The Claremont Colleges as well as offer resources to other information that can assist you in making the right choice for you and your family.

When should you begin the process of reviewing your options?

Use the timeline below to plan and make decisions prior to the effective date of your retirement.

TIMELINE

6 months prior	3 months prior	2 months prior	30 days prior
<ul style="list-style-type: none"> Start exploring Medicare and additional Medicare coverage options available to you (age 65+) 	<ul style="list-style-type: none"> Enroll in Medicare Part A and Part B* Decide on coverage to help with costs not paid by Medicare 	<ul style="list-style-type: none"> Meet with Benefits Administration and TIAA Review options 	<ul style="list-style-type: none"> Submit election forms to Benefits Administration Incur FSA expenses by retirement date

*If, when you retire, you have or will have medical insurance through a spouse/partner's plan, you can delay enrolling in Medicare Part B until that insurance ends. At that time it will be important for you to enroll in Part B to avoid penalties.

Important Information to Remember

- Senior Advantage applications are due to Kaiser by the 30th of the month, **prior** to coverage effective date. (i.e. April 30 for May 1).
- FSA funds must be claimed within 90 days from your retirement date but **incurred before** your retirement date.
- If you have a Health Savings Account (HSA), you should stop making contributions to your HSA 6 months before you sign up for Medicare Part A and Part B in order to avoid a tax penalty. Contact Benefits Administration for further assistance.



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Eligibility

Things to Remember

- You must elect retiree health plans within 30 days of your retirement date.
- You MUST maintain at least one active health plan (i.e. medical, dental, or vision) in order to make changes during future open enrollment periods.
- Once you waive all coverages you cannot enroll in The Claremont Colleges plans.
- Flexible Spending Account (FSA) expenses must be incurred prior to your retirement date and claims should be submitted no later than 90 days from retirement.

Health plan options

Things to Remember

- To enroll in the Kaiser Senior Advantage plan you must also be enrolled in Medicare Parts A and B prior to submitting your enrollment form to Kaiser.
- You must pay the Medicare Part B premium in addition to the Kaiser Senior Advantage premium.

RETIREE ELIGIBILITY

In order to be eligible to continue on The Claremont Colleges (TCC) health plans after retirement, you must meet one of the retiree categories below.

Type	Required age	Required years of service
Normal Retirement	65 or older	No required years of service
Early Retirement	50 or older	10 Years
	55 or older	5 Years
Disability Retirement*	No required age	5 Years

*Termination due to disability lasting more than one year and is not Medicare eligible.

HEALTH PLAN OPTIONS THROUGH THE CLAREMONT COLLEGES

Medical Plans – Under Age 65

Retirees may continue on The Claremont Colleges medical plans until they reach age 65 or become eligible for Medicare (whichever comes first). Plan options include Kaiser HMO, Anthem HMO and Anthem HDHP.

Medical Plans – Over Age 65

The Claremont Colleges offer the Kaiser Senior Advantage group plan that works with Medicare. No other group or individual medical plans are available through the TCC for retirees who become eligible for Medicare. *(See the following section – Medicare Overview - for private insurer)*

Dental & Vision Coverage

Retirees may continue on The Claremont Colleges dental and/or vision plans and may maintain coverage after Medicare eligibility. Plan options include Dental DHMO or Dental PPO and Vision Core or Vision Buy Up.

MEDICARE OVERVIEW

When to Enroll

The following is a summary of Medicare enrollment guidelines. More information about Medicare is available by calling 1(800) 633-4227 or visiting the Medicare website at www.medicare.gov. The Medicare publication “Medicare and You” is an easy-to-read resource that offers detailed information.

- Employees who are age 65 or older and are ready to retire should apply for Medicare Parts A and B up to **3 months** before retiring.
- Employees who reach age 65 and **continue to work** are eligible to continue their group health insurance plan(s) through the Colleges. They do not need to apply for Medicare until 3 months before their retirement date. The same applies to the employee’s spouse/partner who is covered under one of the Colleges’ group health plans.
- If, when you retire, you have or will have medical insurance through a spouse/partner’s plan; you can delay enrolling in Medicare Part B until that insurance ends. At that time it will be important for you to enroll in Part B to avoid penalties.
- If you are NOT applying for or NOT planning to receive your Social Security benefits until sometime after you retire, you may delay enrolling in Medicare Parts A and B until three months before your retirement. (Check with Benefits Administration if you are enrolled in the Anthem HDHP plan).
- If you are applying for or are already receiving Social Security benefits, you will be automatically enrolled in Medicare Parts A and B at age 65.

If you are under age 65 and disabled, you will automatically receive Medicare Parts A and B after you receive disability benefits from Social Security.

About Medicare

Medicare provides a foundation for retiree health care coverage, but it does not cover everything and may not meet your medical needs. For that reason you will need to explore your options for enrolling in supplemental insurance.

Medicare Parts A and B (also called “original Medicare”) is administered by the Centers for Medicare and Medicaid (CMS). Medicare Part C (also called “Medicare Advantage”) is administered by private insurers that receive a subsidy from the CMS. Medicare Part D prescription plans are administered by private insurers.

Medicare Overview

Things to Remember

- Enrollment in the Kaiser Senior Advantage Plan must be submitted no later than the 30th of the month before desired effective date (e.g. April 30 for May 1 coverage).
- Kaiser cannot retroactively enroll retirees. When a retiree is eligible for Medicare and has not enrolled by the 30th of the prior month, the retiree will pay higher premiums until the Senior Advantage plan is in effect.

Example: Jane retires on Oct. 15 and is Medicare eligible. She submits her Kaiser Senior Advantage application on Nov. 2. Her Kaiser Senior Advantage will not begin until Dec. 1 and for the month of November she will pay a higher premium than the Medicare plan.

About Medicare (cont.)

Medicare Part A is hospital insurance that covers inpatient care in a hospital and skilled nursing facility, in-home health care and other related benefits. This part is free if you have enough worked credits. Part A has a hospital deductible and co-pays.

Medicare Part B covers outpatient hospital services, doctor visits, lab work, durable medical equipment, and preventative care, and other services (e.g. ambulance service). There is a monthly premium for Part B which is based on your annual taxable income. The rate begins at \$144.60 per month and will be deducted from your Social Security payments. You should enroll in Part B when you are first eligible or you will pay a penalty of 10% for each full 12-month period that you were eligible, but did not enroll. This penalty does not apply if you did not enroll in Part B because you had insurance through a spouse/partner's health plan.

Medicare Part C is also called Medicare Advantage and covers Medicare Parts A and B. Medicare pays the private insurer a fee to assume all of the benefit offered in Parts A and B. Sometimes additional benefits are included, such as prescription drugs. The Kaiser Senior Advantage plan is a Medicare Part C/Medicare Advantage plan. Retirees must still pay for Part B and the applicable premiums for Senior Advantage.

There are many individual Medicare Advantage plans available to retirees through private insurers such as Anthem, Inter Valley Health, Scan, United Healthcare, etc. Kaiser also offers individual plans. You can learn about them by contacting the insurer, visiting their websites, contacting the Health Insurance Counseling & Advocacy Program (HICAP) office in the county in which you live (<http://cahealthadvocates.org/hicap>), and/or visiting the U.S. government's Medicare site (<https://www.medicare.gov>).

Medicare Part D is a prescription drug plan. You enroll through an insurer and pay an annual premium for the coverage. Plans typically have a deductible and co-pays.

Note: TCC's Kaiser Senior Advantage plan includes Medicare Part D.

Medigap Plans are Medicare Supplement Insurance policies sold by private companies. They can help pay some health care costs that Medicare Parts A and B do not cover (e.g. co-payments and deductibles). A Medigap policy is different from a Medicare Advantage Plan which provides Medicare benefits whereas a Medigap policy only supplements benefits under Parts A and B.

LIFE INSURANCE

Upon retirement all retirees are eligible to obtain a Retiree Life Insurance policy through The Claremont Colleges.

The coverage amount is \$5,000 and the annual premium is based on your age per the chart below.

Age	Yearly Premium	Age	Yearly Premium
55–59	\$31.03	80–84	\$355.26
60–64	\$46.25	85–89	\$547.86
65–69	\$78.56	90–94	\$847.88
70–74	\$144.47	95+	\$1,485.76
75–79	\$246.56		

Life Insurance

Things to Remember

- Retiree life insurance premium is billed on an annual basis, therefore, you will need to pay the full annual premium at the time of enrollment.

ACADEMIC RETIREMENT PLAN

The Academic Retirement Plan (ARP) is the primary retirement plan for The Claremont Colleges and is a defined contribution plan qualified under IRS Section 403(b). TIAA is the record keeper for the ARP. To request distribution paperwork, please contact TIAA at (800) 842-2252. Distribution processing may take 3 to 4 weeks. Eligibility for distributions differs between employee contributions and employer contributions.

Employee Contributions: You are eligible to receive a distribution from your voluntary employee contributions upon:

- Termination of employment at The Claremont Colleges
- Attainment of age 59½ even if you are still employed at The Claremont Colleges

Employer Contributions: In general, distributions may only commence once you have ended your employment at The Claremont Colleges. ***If you continue working on a part-time basis after your “retirement,” you may be ineligible for distributions.***

- **Exceptions:**
 - Pomona College: If you have attained age 65 and have 15 years of service, you may elect to receive a distribution once every 24 months while still employed at Pomona College
 - Claremont Graduate University: If you have attained age 65 and have 10 years of service, you may elect to receive a distribution once every 24 months while still employed at Claremont Graduate University

STAFF RETIREMENT PLAN

The Staff Retirement Plan (SRP) was a defined benefit plan that was established in 1968 to cover primarily non-exempt employees of The Claremont Colleges. In June 2005, the SRP was frozen, which means no further benefits were earned in the plan. All SRP participants were enrolled in the Academic Retirement Plan (ARP) at that time.

The SRP was terminated on June 30, 2014. If you were a non-exempt employee hired prior to June 1, 2004, you may be a participant in The Claremont Colleges Staff Retirement Plan. Plan benefits are administered through Principal Life Insurance Company. To begin receiving your monthly benefit, please contact Principal Life Insurance Company at (800) 247-7011. Requests to begin receiving benefits should be made at least 60 days in advance of the start date.

Normal Retirement Date

You are eligible to receive your Normal Retirement Benefit on the first day of the month following the later of your 65th birthday or your 5th anniversary of plan participation.

You may begin receiving your normal retirement benefit even if you continue to be employed at The Claremont Colleges.

Early Retirement Date

You may begin to receive actuarially reduced Early Retirement Benefits on the first day of any month before you turn age 65, provided that you have reached age 55 and have earned 10 years of cumulative service.

You must end your employment with The Claremont Colleges to receive an early retirement benefit.

Special Early Retirement Date

If you work at The Claremont Colleges until you reach age 60 and you have earned at least 25 years of cumulative service, you may elect to receive a special early retirement benefit on the first day of any month after you reach age 60.

If you qualify for special early retirement, your benefit will not be actuarially reduced for early commencement. You must end your employment with **The Claremont Colleges to receive a special early retirement benefit.**

MONTHLY PREMIUMS

Medical Plans For retirees younger than age 65

	Kaiser HMO	Anthem Blue Cross HMO	Anthem HDHP
Retiree Only	\$557.57	\$554.18	\$898.32
Retiree + 1	\$1,170.89	\$1,163.68	\$1,888.41
Family	\$1,672.71	\$1,660.86	\$2,704.93

Cigna Dental Plans For retirees younger than or age 65+

	Cigna DHMO	Cigna PPO
Retiree Only	\$15.61	\$62.01
Retiree + 1	\$27.35	\$121.84
Family	\$46.38	\$240.49

Anthem Blue View Vision Plans For retirees younger than or age 65+

	Core Plan	Buy-Up Plan
Retiree Only	\$1.90	\$7.97
Retiree + 1	\$3.05	\$12.75
Family	\$4.95	\$20.72

Kaiser Senior Advantage For retirees age 65 or older or dependents age 65 or older

	Monthly Rate
Subscriber (M)	\$175.63
Subscriber (M) + Spouse (M)	\$351.26
Subscriber (M) + Spouse (NM)	\$788.95
Subscriber (NM) + Spouse (M)	\$733.20
Subscriber (M) + Spouse (M) + Child (NM)	\$853.08
Subscriber (M) + Spouse (NM) + Child (NM)	\$1,290.77
Subscriber (NM) + Spouse (M) + Child (NM)	\$1,235.02
(M) = Enrolled in Medicare Parts A & B (NM)= Non-Medicare	

Monthly Premiums

Things to Remember

- Premiums are billed on a monthly basis and are payable to The Claremont Colleges Services

Frequently Asked Questions (FAQ)

Q. Can I set up automatic payments for my retiree health insurance premiums?

A. You can set up a recurring payment through your bank if they offer online bill pay, however TCCS cannot auto deduct premiums from your account.

Q. Can I prepay for my premiums?

A. You may prepay your premiums monthly or on a different schedule (e.g. yearly, quarterly).

Q. When can I change my benefit elections?

A. As a retiree you will have the opportunity to make benefit changes during annual open enrollment, which is held Oct. 1-31 for retirees.

Q. Do I have to enroll in Medicare at age 65?

A. Employees who reach age 65 and continue to work are eligible to continue their group health insurance plan(s) through the colleges. They do not need to apply for Medicare until 3 months before their retirement date. The same applies to the employee's spouse/partner who is covered under one of the colleges' group health plans.

If, when you retire, you have or will have medical insurance through a spouse/partner's active employee (not a retiree) plan, you can delay enrolling in Medicare Part B until that insurance ends. At that time it will be important for you to enroll in Part B to avoid penalties. If you are NOT applying for or NOT planning to receive your Social Security benefits until sometime after you retire, you do NOT need to enroll in Medicare and can delay until 3 months prior to your retirement. If you are applying for or are already receiving Social Security benefits, you will be automatically enrolled in Medicare Parts A and B at age 65.

Q. What Senior Advantage Plans does The Claremont Colleges (TCC) offer?

A. TCC offers a Kaiser Senior Advantage plan, which works in conjunction with Medicare.

Q. How do I find out about other Medicare Advantage or Medigap plans?

A. You may contact individual insurers such as Kaiser, Anthem, and United Healthcare. Comprehensive lists are available through HICAP (Health Insurance Counseling & Advocacy Program) at cahealthadvocates.org/hicap or (800) 434-0222 and <https://www.medicare.gov>.

Q. If the retired employee passes away, can the spouse maintain coverage?

A. Surviving spouses may maintain benefits coverage by providing an updated enrollment form to Benefits Administration within 31 days of the retired employee's passing.

Q. What about Social Security Benefits?

A. We cannot advise on Social Security benefits, for more information please visit <https://www.ssa.gov/planners/retire/applying8.html>

CONTACTS

If you need further information or would like assistance in reviewing your options, please contact a representative.

TCCS BENEFITS ADMINISTRATION		
Angelica Zaragoza Benefits Representative	(909) 621-8322	angelica.zaragoza@claremont.edu
Alicia Silva, Interim Benefits Supervisor	(909) 621-8049	alicia.silva@claremont.edu
Loo Hsing, Retirement Benefits Supervisor	(909) 607-3780	loo.hsing@claremont.edu
Victor Medina, Retirement Analyst	(909) 607-7641	victor.medina@claremont.edu

PLAN PROVIDER CONTACTS		
Anthem Advantage HMO	(800) 227-3771	www.anthem.com/ca
Anthem Act Wise HDHP	(844) 860-3535	www.anthem.com/ca
Kaiser	(800) 464-4000	www.kp.org
Kaiser Senior Advantage	(800) 443-0815	www.kp.org
Cigna Dental	(800) 244-6224	www.cigna.com
Anthem Vision	(866) 723-0515	www.anthem.com
Genworth	(800) 416-3624	www.genworth.com/group/ltc
TIAA	(800) 842-2252	www.tiaa-cref.org
Principal Life Insurance	(800) 247-7011	

OTHER RESOURCES		
Medicare	(800) 633-4227	www.medicare.gov
Health Insurance Counseling & Advocacy	(800) 434-0222	cahealthadvocates.org
Humana Guadalupe Gutierrez	(714) 412-8325	ggutierrez6@humana.com
Anthem Blue Cross Advantage Kaoru Nagano	(626) 831-1357	Kaoru.nagano@wellpoint.com
Inter Valley Health Monica Crow	(909) 623-6333 ext. 307	mcrow@IVHP.com
Scan Health Plan	(800) 559-3500	www.scanhealth.com

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