



City of Fort Lauderdale

**Important and Useful Information about City
Benefits at Retirement & Beyond**

September 23, 2016





Benefits at Retirement and Beyond Agenda

- Introduction – Health Benefit Options
- Retirement Health Insurance Benefit - Stipends
- Medical-Health Benefits
- Dental and Vision Benefits
- Other Voluntary Benefits
- Q & A's



Health Benefit Options

Only those covered under the City's Health Plan at retirement have an option to continue in the selected City plan

- City offers retirees continuation of Medical, Dental, Vision and other voluntary benefits.
- There are other market options available.
 - Choices vary based on whether you are under 65 or, 65 and over.
- If eligible, the City provides retiree stipends to be used to pay health plan premiums.

Retirement Health Insurance Benefit



Retiree Stipends

Management/Federation

- Employees with 8 or more years of service who retire on or after their retirement date are paid a \$400 monthly stipend for retiree health benefits.
- Employees who are age 50 or older and terminate after 8 years of service but prior to normal retirement date will be eligible for \$400 monthly beginning at normal retirement date or a reduced benefit beginning month after retirement.

Retirement Health Insurance Benefit



Retiree Stipends Management/Federation

- The Internal Revenue Service (IRS) deems contributions such as the City's monthly Retiree Insurance Health Benefits are taxable income if a recipient does not maintain retiree health coverage, directly through the City of Fort Lauderdale, with premiums at least equal to the Retiree Insurance Health Benefit.
- **Effective for tax year 2016, the City of Fort Lauderdale will include, and report all income you receive from the Retiree Insurance Health Benefit, to the IRS.** This income will also be included on Form 1099-R issued to you in January 2017.
- Retiree stipend payments continue until the retiree is age sixty-five (65) or eligible for Medicare.
- The stipend was discontinued for employees hired on or after April 1, 2014.

Retirement Health Insurance Benefit Retiree Stipends Teamsters



- The City will pay a \$200 monthly health insurance stipend for employees who retire while in the bargaining unit, under normal retirement (subject to IRS tax rules).
- Retiree stipend continues until retiree is age sixty-five (65) or eligible for Medicare.
- Retiree stipend discontinued for employees hired after ratification of last contract (2014).

Subject to IRS taxability rules



Retirement Health Insurance Benefit



Retiree Stipends

IAFF/FOP Police Retirees

- The City will pay a \$400 per month health insurance stipend to bargaining unit members who retire after normal retirement date for retiree health benefits.
- The stipend will become effective beginning the month following termination and will cease upon attainment of age sixty-five (65) or eligible for Medicare.

Subject to IRS taxability rules



2016 Monthly City Retiree Medical Rates

Cigna Medical	HMO 1 (OAPIN1)	HMO 2 (OAPIN2)	CDHP (No HRA)
Retiree Only	\$845.84	\$769.88	\$742.72
Retiree + Spouse	\$1,735.28	\$1,607.63	\$1,523.91
Retiree + 1 Child	\$1,142.67	\$1,082.89	\$991.07
Retiree + Children	\$1,566.10	\$1,471.90	\$1,371.96
Retiree + Family	\$2,412.96	\$2,221.50	\$2,133.74



2016 City's Retiree Health Benefits

- Three Cigna plans available: **HMO 1, HMO 2, CDHP**
- National network of providers
- **Call 1-800-244-6224 or go to www.cigna.com**



2016 Medical Plan Coverages	2016 OAPIN1 (HMO1) You Pay	2016 OAPIN2 (HMO2) You Pay	2016 CHOICE FUND (CDHP) You Pay	
			In Network	**Out of Network
HRA	n/a	n/a		\$750=EE; \$1,000=EE+1; \$1,500=EE + 2 or more
Deductible	No Deductible	\$1,000=EE \$2,000=EE+1 \$3,000=EE+Family		\$2,000=EE; \$3,000=EE+1 \$4,000=EE + 2 or more
Coinsurance	n/a	n/a	Plan pays 90%	Plan pays 70%
Your Out-of-Pocket Max	\$5,000=EE; \$7,000=EE+1; \$10,000=EE+2+; or more	\$6,350=EE \$10,000=EE+1; \$12,700=EE+2+; or more		\$5,000=EE; \$7,000=EE+1; \$10,000=EE+2 or more \$5,000=Individual in a Family (Includes Calendar Year Deductible & Coinsurance)
Lifetime Maximum	Unlimited	Unlimited	Unlimited	
Preventative Services	No Charge	No Charge	No Charge	Not Covered

Other Medical Plan Options: www.healthcare.gov

HealthCare.gov

Learn

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Español

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Search

Still need health coverage?

FIND OUT IF YOU QUALIFY

for a Special Enrollment Period or Medicaid/CHIP



Report income or
life changes



See plans and
prices



Small businesses:
Apply any time



Learn about fees &
exemptions

www.ehealthinsurance.com

Coverage for employees under age 65 who do not want to continue City plan

The screenshot shows the eHealth website homepage. At the top left is the eHealth logo. The navigation menu includes Health, Dental, Vision, Short-term, More, and Resources. On the right, there is a user greeting "Hello, Sign in Your Account" with a dropdown arrow and a shopping cart icon. The main content area features a large photograph of a diverse family of four smiling. Overlaid on the bottom left of the photo is a promotional banner with the heading "Need health insurance quickly?". Below the heading are two columns of text: "A short-term health plan can cover you till the next open enrollment." with a "Shop plans" button, and "A major life change may qualify you for Obamacare and financial help." with a "See if you're eligible" button. A vertical "Feedback" button is located on the right side of the banner area.

eHealth Health Dental Vision Short-term More Resources Hello, Sign in Your Account Cart

Need health insurance quickly?

A short-term health plan can cover you till the next open enrollment.

[Shop plans](#)

A major life change may qualify you for Obamacare and financial help.

[See if you're eligible](#)

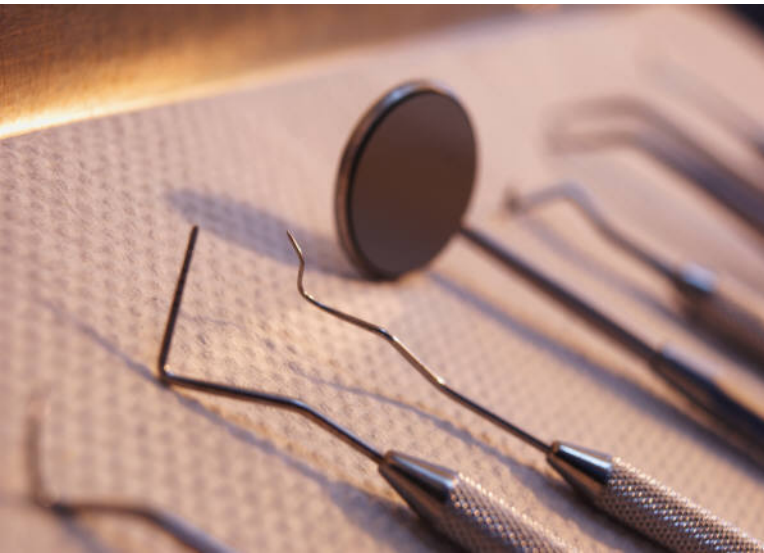
Feedback



2016 Retiree Dental Plan Options

Three Dental Plans Offered by Humana

- DHMO for City retirees
- Dental PPO for City retirees
- Dental PPO for Firefighter retirees





2016 Monthly City Retiree Dental Rates

Humana Dental	City DHMO	City PPO	IAFF PPO
Retiree Only	\$15.97	\$50.14	\$29.41
Retiree + Spouse	\$27.95	\$93.94	\$53.76
Retiree + Child(ren)	\$33.55	\$96.57	\$47.67
Retiree + Family	\$47.02	\$121.73	\$84.21



2016 Monthly City Retiree Vision Rates

United HealthCare	2016 Rates
Retiree Only	\$4.96
Retiree + Spouse	\$9.49
Retiree + Child(ren)	\$10.05
Retiree + Family	\$15.56



Other Retiree Benefits



- Life Insurance - Unum
- Voluntary Benefits:
 - Critical Life, Trustmark
 - Accident, Trustmark
 - Disability, Trustmark
 - Legal, ARAG
 - GAP, Allstate
- Benefit portability and information is available from the carriers or City's Benefit Office



Thank You!!!!

Questions??????

