

**DRAFT**  
**9/29/17**



# **City of Fort Lauderdale**

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

**December 6, 2017**





# 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



# Health Benefit Options

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

- 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 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.



# 2017 Monthly City Retiree Medical Rates

<b>Cigna Medical</b>	<b>HMO 1 (OAPIN1)</b>	<b>HMO 2 (OAPIN2)</b>	<b>CDHP (No HRA)</b>
Retiree Only	\$871.22	\$792.98	\$765.00
Retiree + Spouse	\$1,787.34	\$1,655.86	\$1,569.63
Retiree + 1 Child	\$1,176.95	\$1,115.38	\$1,020.80
Retiree + Children	\$1,613.08	\$1,516.06	\$1,413.12
Retiree + Family	\$2,485.35	\$2,288.15	\$2,197.75



## 2017 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](http://www.cigna.com)***





# HMO 1 (OAPIN1)

<b>Benefit</b>	<b>Member Responsibility</b>
Deductible	No deductible
Coinsurance	10%
Out-of-Pocket Maximum	\$5,000 single coverage \$7,000 2 enrollees \$10,000 family
Primary Care Office Visit	\$40
Specialist Office Visit	\$60
Prescription Drugs - Retail	\$20 generic, \$40 preferred brand, \$60 non-preferred





## HMO 2 (OAPIN2)

<b>Benefit</b>	<b>Member Responsibility</b>
Deductible	\$1,000 single coverage \$2,000 2 enrollees \$3,000 family
Coinsurance	20%
Out-of-Pocket Maximum	\$6,350 single coverage, \$10,000 2 enrollees, \$12,700 family
Primary Care Office Visit	\$40
Specialist Office Visit	\$60
Prescription Drugs - Retail	\$20 generic, \$40 preferred brand, \$60 non-preferred



# CDHP (No HRA)

Benefit	Member Responsibility In Network	Member Responsibility Out of Network
Deductible	\$2,000 single coverage \$3,000 2 enrollees \$4,000 family	
Coinsurance	10%	30%
Out-of-Pocket Maximum	\$5,000 single coverage \$7,000 2 enrollees \$10,000 family	
Primary Care Office Visit	Deductible + 10% coinsurance	Deductible + 30% coinsurance
Specialist Office Visit	Deductible + 10% coinsurance	Deductible + 30% coinsurance
Prescription Drugs - Retail	Deductible + 30% generic, Deductible + 40% preferred brand, Deductible + 60% non-preferred	Not covered

# Other Medical Plan Options: [www.healthcare.gov](http://www.healthcare.gov)

HealthCare.gov

Individuals & Families

Small Businesses

Español

Log in

Get Coverage

Keep or Update Your Plan

See Topics ▾

Get Answers

Search

SEARCH

## Need health insurance?

You can enroll if you have life changes like losing coverage or having a baby, or if you qualify for Medicaid or CHIP

Select Your State

Have a baby or adopt in the last 60 days? [See if you can get coverage starting the day of the event.](#)



SUBMIT DOCUMENTS

SEE HOW



MEDICAID & CHIP

SEE HOW TO APPLY



SEE PLANS & PRICES

PREVIEW NOW



FIND LOCAL HELP

SEARCH NOW

# Individual Health Insurer Websites

Apply for Coverage  
Directly on Insurance  
Company Website

[www.aetna.com](http://www.aetna.com)

[www.avmed.org](http://www.avmed.org)

[www.floridablue.com](http://www.floridablue.com)

[www.uhone.com](http://www.uhone.com)





# 2017 Retiree Dental Plan Options

## Three Dental Plans Offered by Humana

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





# 2017 Monthly City Retiree Dental Rates

<b>Humana Dental</b>	<b>City DHMO</b>	<b>City PPO</b>	<b>IAFF PPO</b>
Retiree Only	\$16.77	\$52.64	\$30.88
Retiree + Spouse	\$29.35	\$98.64	\$56.45
Retiree + Child(ren)	\$35.22	\$101.40	\$50.05
Retiree + Family	\$49.37	\$127.81	\$88.42



# 2017 Monthly City Retiree Vision Rates

<b>United HealthCare</b>	<b>2017 Rates</b>
Retiree Only	\$4.96
Retiree + Spouse	\$9.49
Retiree + Child(ren)	\$10.05
Retiree + Family	\$15.56



# Other Retiree Benefits



- Life Insurance – The Standard
- 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??????

