



RETIREE BENEFITS OVERVIEW

Retirement Date: Your official retirement date is the first of the month following your last day of work. Your benefits will change on that date as indicated below:

LEAVE PROGRAM

Personal Leave: Your Personal Leave account balance will be paid out once your termination notice is processed by Payroll with a flat 25% withholding allowance for Federal Income Tax.

Contact the Payroll Department if you have not received your PL payout within 3 weeks of your last paycheck.

Sick Pay: There is no lump sum payment of sick pay benefits upon termination/retirement.

LIFE INSURANCE

An employee who retires at age 62 with 6 years of service may continue life insurance coverage through the Retiree Life Insurance Program, (up to a maximum of \$50,000) by paying \$.063 per \$1,000 of coverage per month. At age 65, this coverage will reduce to 25% of your coverage as an active retiree up to a maximum of \$10,000. This coverage will continue for your lifetime and will be paid entirely by Broward Health. Conversion of the difference in coverage is available at that time.

If you are not eligible for the Retiree Life Insurance Program you may convert your active coverage to an individual policy within 31 days following your termination/last day worked date. Contact Broward Health Benefits (954.473.7375) for conversion information.

HEALTH PLAN COVERAGE (Medical, Dental & Vision)

Employees who were grandfathered in the post retirement benefit program (Rule of 80 and Age 55 & 5) and or employees who retire at age 62 with 6* years of service or age 55 with 30* or more years of eligible service, may continue health insurance coverage under the Broward Health plan up until age 65 or (Medicare eligible) as long as you and your covered dependents have been enrolled in the health plan at the time of retirement. You have 30 days from the date of retirement to enroll in the retiree health insurance with Broward Health. Please see below for details regarding a specific criteria:

Rule of 80 - If you are a retiree who was grandfathered in the post retiree benefit program with Rule of 80, upon retirement and attaining age 65 (Medicare eligible) you will have the option to:

1. Enroll in an individual-market plan through our partner, Aon Retiree Health Exchange and receive a subsidy in a Health Reimbursement Arrangement(HRA) from Broward Health to help pay for premiums and related out-of-pocket expenses OR
2. Enroll in the Broward Health group plan currently offered, without a subsidy, and pay the full budgeted cost.

If you retire and are under age 65 and (not Medicare eligible), you may enroll in the Broward Health group plan being offered and continue to pay the employee rate until you attain age 65.

Age 55 & 5 (Non Rule of 80)-If you are a retiree who was grandfathered in the post retiree benefit program with age 55 and 5 years of service, upon retirement and attaining age 65 (Medicare eligible) you will have the option to:

1. Enroll in an individual-market plan through our partner Aon Retiree Health Exchange OR
2. Enroll in the Broward Health group plan being offered and pay the full budgeted cost.

***Age 62 & 6 or 55 & 30 (Excludes Dental & Vision)** – If you are retiring at age 62 with 6 years of service or age 55 with 30 or more years of eligible service, upon retirement and attaining age 65 (Medicare eligible) you will have the option to:

1. Enroll in an individual-market plan through our partner, Aon Retiree Health Exchange or
2. Enroll in the Broward Health group plan being offered and pay the full budgeted cost.

Medicare Eligibility – Once you and /or your covered spouse are Medicare eligible (age 65), you must enroll in both Medicare Part A and B and submit a copy of your Medicare Card to Broward Health. You will then be offered the opportunity to enroll in the Aon Retiree Health Exchange program. If you chose to remain enrolled in the Broward Health plan, your coverage becomes secondary to your Medicare Part A and B coverage.

STAR PLUS PLAN (TAX DEFERRED SAVINGS PLAN)

If you are a participant in the Star Plus Plan, your contributions will stop with the last payroll check. As a retiree, you will be 100% vested in Broward Health's matching contributions. Contact your Star Plus vendor(s) to review withdrawal options.

VALIC	800.892.5558
Mutual of America	800.468.3785
Fidelity	800.343.0860

LONG-TERM DISABILITY COVERAGE

Coverage ends on your last day of work. There is no conversion/portability option at retirement.

SHORT-TERM DISABILITY COVERAGE

Coverage ends on your last day of work. There is no portability option.

VOLUNTARY EMPLOYEE AND DEPENDENT LIFE INSURANCE

Contact Unum Provident at 800.635.5597/ John Hancock at 800.866.9933/ and Reliance Standard Insurance at 800.351.7500 to arrange for direct billing or questions.

OTHER VOLUNTARY BENEFITS

Aflac Critical Care & Hospital Indemnity and Accident Insurance 800.433.3036

Farmers Home & Auto 800.438.6361

Liberty Mutual Home & Auto 800.730.6975

Metlife Legal 800.821.6440

Nationwide Pet Insurance 877.738.7874

MISCELLANEOUS BENEFITS

Credit Union: You may continue membership after retirement

SOCIAL SECURITY AND MEDICARE

For information on Social Security benefits and Medicare, please contact the Social Security Administration at 800.772.1213.

MONTHLY PENSION CHECK

Northern Trust Company processes your monthly retirement check. You will receive your first check from Northern Trust Company approximately ten weeks after your retirement date. Subsequent checks will be mailed to your home address on or before the first of each month. You may elect to have your check direct deposited to your bank.

LUMP SUM PENSION CHECK

The Northern Trust Company processes lump sum pension plan distributions. You (and/or your IRA trustee) will receive the lump sum distribution check from the Northern Trust Company approximately eight weeks after your retirement date.

QUESTIONS

Contact Broward Health Benefits Department at 954.473.7375 with questions concerning retirement benefits. Once you receive your first pension check, you can contact the Northern Trust Company at 866.884.4583 if you have questions regarding monthly pension payments, direct deposit, or tax withholding (prior to receipt of your first check, Broward Health Benefits will assist you with these questions.)

The benefits described above are subject to change and are based on the provisions of HRAM policy 5.43.