



# Planning for Retirement: Your FCPS Health Care Benefits in Retirement

*For Retirees of the Virginia Retirement System (VRS) &  
Educational Employees' Supplementary Retirement System of Fairfax County (ERFC)*



## **Department of Financial Services**

Office of Benefit Services  
8115 Gatehouse Road, Suite 2700  
Falls Church, Virginia 22042  
Phone: 571-423-3200

## Congratulations!

We know that this is an exciting time for you! This information will help you understand the FCPS-sponsored benefit plans available at retirement, and the actions you need to take to ensure a smooth transition of the following benefits:

- Health and/or Dental coverage
- Flexible Spending Accounts
- Basic and Optional Life Insurance

Please know that this is not a comprehensive reference and should be reviewed in conjunction with your FCPS benefit materials and plan documents of your respective retirement system. You will want to ensure you contact each of your the retirement system(s) to determine how and when to apply for retirement and any forms you must complete to apply for those benefits.

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## Who to Call: A Quick Reference Sheet for FCPS Retiree Benefits

	<b>ERFC/VRS Members</b> <i>(Full-time teachers, administrators, and operational staff)</i>
<b>Retirement Benefits</b>	Educational Employees' Supplementary Retirement System of Fairfax County (ERFC) <ul style="list-style-type: none"> <li>• <a href="http://www.fcps.edu">www.fcps.edu</a>, search "ERFC"</li> <li>• Email <a href="mailto:ERFCRetirement@fcps.edu">ERFCRetirement@fcps.edu</a></li> <li>• Call 703-426-3900, or 844-758-3793, 8 a.m. – 4:30 p.m., M – F</li> </ul>
	Virginia Retirement System (VRS) <ul style="list-style-type: none"> <li>• <a href="http://www.varetire.org">www.varetire.org</a></li> <li>• Email <a href="mailto:member-info@varetire.org">member-info@varetire.org</a></li> <li>• Call 888-827-3847, hours: 8:30 a.m. – 4:30 p.m., M – F</li> </ul>
<b>Eligibility &amp; Enrollment</b>	FCPS Office of Benefit Services <ul style="list-style-type: none"> <li>• <a href="http://www.fcps.edu">www.fcps.edu</a>, search "retiree".</li> <li>• Submit a question via <a href="#">FCPS StaffConnect</a></li> <li>• Call 571-423-3200, 8 a.m. – 4:30 p.m., M – F</li> </ul>
<b>Health &amp; Dental Insurance</b>	Full vendor listing on the <a href="#">FCPS Benefits Contacts webpage</a> . <ul style="list-style-type: none"> <li>• <a href="http://www.fcps.edu">www.fcps.edu</a>, search the keywords "benefits contacts".</li> </ul>
<b>Flexible Spending Accounts</b>	Optum Bank <ul style="list-style-type: none"> <li>• <a href="http://www.optumbank.com/FCPS">www.optumbank.com/FCPS</a></li> <li>• Call 1-844-875-5714, available 24/7</li> </ul>
<b>Direct Billing</b>	Optum Financial Services <ul style="list-style-type: none"> <li>• <a href="https://adminservices.optumhealthfinancial.com">https://adminservices.optumhealthfinancial.com</a></li> <li>• Call 1-844-875-5714, available 24/7</li> </ul>
<b>Life Insurance Benefits (Basic &amp; Optional)</b>	VRS Group Life Insurance, Securian Financial <ul style="list-style-type: none"> <li>• <a href="http://www.varetire.org">www.varetire.org</a></li> <li>• 1-800-441-2258, 8:30 a.m. – 4 p.m., M – F</li> </ul>
<b>403b/457b Accounts</b>	CoreBridge Financial (403b Provider): <ul style="list-style-type: none"> <li>• <a href="http://www.corebridgefinancial.com/rs/fcps">www.corebridgefinancial.com/rs/fcps</a></li> <li>• Call 804-897-5042, 9 a.m. – 8 p.m., M – F</li> </ul> EMPOWER Retirement (403b/457b Provider): <ul style="list-style-type: none"> <li>• <a href="https://fcps.empower-retirement.com">https://fcps.empower-retirement.com</a></li> <li>• Call 877-449-3277, 7 a.m. – 8 p.m., M – F</li> </ul>



## Decisions to Make About Your FCPS-Sponsored Benefits

As you're preparing for retirement, there are several important decisions to make about your continuation of health, dental, and life insurance coverage. These important decisions are influenced by a number of factors. Here are some considerations you should keep in mind:

### » Are you eligible to retain health or dental benefits as an FCPS retiree?

FCPS provides a valuable benefit for employees who have devoted their careers to FCPS. You are eligible to retain FCPS-sponsored health and/or dental insurance into retirement as long as you meet the following eligibility criteria:

1. You must be covered by the FCPS health and/or dental plan immediately prior to retirement.
  - For example, if you are retiring on July 1, 2023, you must be covered under the FCPS medical and dental plan on June 30, 2023.
  - If you are covered only under the medical plan, you are not eligible to keep dental coverage.
2. You must meet the enrollment or tenure requirements based on your date of hire.

Date of Hire/Retirement	Enrollment or Tenure Requirement
Actively employed as of 12/31/18	Covered for 60 or more continuous months at the time of retirement <b>-or-</b> Employed with FCPS for 15 or more years in a benefits-eligible position and covered at time of retirement
Hired on or after 1/1/19	Employed with FCPS for 15 or more years in a benefits-eligible position and covered at time of retirement

3. You must elect Medicare Parts A and B, if eligible.
  - FCPS requires enrollment in Medicare Parts A & B for all participants when first eligible. For most retirees, this occurs at age 65 but may occur earlier due to disability.
4. You must meet the definition of 'retiree' to retain benefits. In other words, you transitioned from active status to immediately drawing a pension benefit from one of the FCPS sponsored pension plans.
  - If you terminate FCPS employment and are not eligible to draw benefits under ERFC and/or VRS immediately, you are considered "deferred vested" and not a retiree.



## Decisions to Make About Your FCPS-Sponsored Benefits (continued)

### » Will you have other health/dental coverage?

Some retirees will choose to go onto second careers and elect coverage through a new employer. Others may have coverage through the military (Tricare), through their spouse, or decide to elect coverage through the Health Insurance Marketplace.

If you choose to cancel FCPS coverage (either at the time of retirement or after retirement), **you are allowed one (1) opportunity to re-enter the plan** at a later date provided you and all dependents to be covered under the plan meet the eligibility criteria (shown below). You may only re-enter the type of coverage (i.e. medical or dental) that was in effect at the time coverage was dropped.

#### Re-entry Rights Criteria

A covered retiree may drop FCPS coverage and re-enter the plan at a later date if all of these criteria are met:

- Enrolled in an FCPS medical and/or dental plan as of 12/31/18 (or at time of retirement, if after that date); **and**
- **Meets age/tenure requirements; and**
- Eligible for Medicare. If the retiree will also be covering dependents, all dependents must be eligible for Medicare; **and**
- Applies for coverage within 30 days of a qualifying event or during Open Enrollment, **and**
- Provides proof of other health/dental coverage for the preceding 12 consecutive months.

### » Have you evaluated your life insurance coverage needs?

VRS retirees will continue basic coverage without making premium payments.

If you have Optional or Dependent Life Insurance, will you need that coverage into retirement? If so, you will make those premium payments directly to Securian Financial. Think about whether you will want to continue that coverage or not.

### » When will your FCPS Benefits end as an active employee?

As you prepare for your last day of employment, please keep in mind that your health benefits as an active employee will end.

- Through the end of August if you retire in June, July, or August.
- Through the last month of employment if you retire in any other month.

If you are enrolled in a flexible spending account (FSA), your FSA will end on the same schedule as health insurance (described above). You must incur the eligible expense prior to your last day of employment, or by August 31 if your last day worked occurs in June, July, or August. The last day you may submit claims for your FSA is March 31 of the year following your retirement.

### » Have you accounted for your flexible spending account (FSA) funds?

You may claim any unused FSA funds; however, the service must occur on or before the end date of your coverage.

#### Examples:

Diana retires on July 1<sup>st</sup>, and her last day of work is June 19<sup>th</sup>.

- Medical and dental benefits will continue through August 31<sup>st</sup>.
- Diana is also enrolled in the Health Care FSA. FSA benefits end on August 31<sup>st</sup>, so claims and services must be incurred by that date.

Marc retires on April 1<sup>st</sup>, and their last day of work is March 31<sup>st</sup>.

- Medical, dental, and FSA benefits end on March 31<sup>st</sup>.
- FSA claims must be submitted by March 31<sup>st</sup> of the following year.

## 2024 Medical Rates<sup>1</sup> for ERFC Retirees

(Subsidy applies to age 55 and older)

Medical Plan	Monthly Total Rate	ERFC Subsidy Applies to Age 55 & Older	Monthly Total Rate Minus Subsidy
<b>Cigna Open Access Plus (OAP)</b> (Available to retirees not eligible for Medicare)			
Individual	\$784.06	\$100.00	\$684.06
Retiree + 1 (no Medicare)	\$1,568.13	\$100.00	\$1,468.13
Family	\$1,960.19	\$100.00	\$1,860.19
<b>Aetna Group Medicare Advantage PPO</b> (Medicare-eligible retirees)			
Medicare Individual	\$410.71	\$100.00	\$310.71
Double Medicare	\$821.42	\$100.00	\$721.42
<b>Cigna Open Access Plus (OAP) + Aetna Group Medicare Advantage PPO</b> (Medicare + Non-Medicare-eligible participants)			
1 Medicare + 1 Individual	\$1,194.77	\$100.00	\$1,094.77
1 Medicare + 2 Individuals	\$1,960.19	\$100.00	\$1,860.19
Double Medicare + 1 Individual	\$1,605.48	\$100.00	\$1,505.48
Medicare + Family	\$1,960.19	\$100.00	\$1,860.19
Double Medicare + Family	\$1,960.19	\$100.00	\$1,860.19
<b>Kaiser Permanente HMO</b> (Non-Medicare retirees who live in the local KP HMO service area)			
<b>Kaiser Permanente Medicare Advantage</b> (Medicare retirees who live in the local KPMA service area)			
Individual	\$795.83	\$100.00	\$695.83
Retiree + 1 (no Medicare)	\$1,591.66	\$100.00	\$1,491.66
Family	\$1,989.58	\$100.00	\$1,889.58
Medicare Individual	\$265.59	\$100.00	\$165.59
Double Medicare	\$531.18	\$100.00	\$431.18
1 Medicare + 1 Individual	\$1,061.42	\$100.00	\$961.42
1 Medicare + 2 Individuals	\$1,857.25	\$100.00	\$1,757.25
Double Medicare + 1 Individual	\$1,327.01	\$100.00	\$1,227.01
Medicare + Family	\$1,989.58	\$100.00	\$1,889.58
Double Medicare + Family	\$1,989.58	\$100.00	\$1,889.58

### Coverage Level Descriptions

**Individual:** You (the individual)

**Retiree + 1 (no Medicare):** You + 1 dependent; no one has Medicare coverage.

**Family (Retiree + 2 or more):** You + 2 or more dependents; no one has Medicare

**Medicare Individual:** You (the individual) have Medicare coverage.

**Double Medicare:** You + 1 dependent. Both you and your dependent have Medicare coverage.

**1 Medicare + 1 Individual:** You + 1 dependent. One individual has Medicare coverage and one individual does not.

**1 Medicare + 2 Individuals:** You + 2 dependents. One individual has Medicare coverage and two individuals do not.

**Family (with Medicare):** You + 3 or more dependents. One or more dependents have Medicare.

<sup>1</sup>FCPS requires all Medicare-eligible retirees to elect Medicare Parts A and B when first eligible. This includes retirees/spouses/dependents eligible due to disability. Refer to [www.Medicare.gov](http://www.Medicare.gov) for premiums/surcharges applicable to Medicare coverage.

## 2024 Dental Rates for ERFC Retirees

Aetna DPPO		Aetna DNO	
Coverage Level	Monthly Total Rate	Coverage Level	Monthly Total Rate
Individual	\$55.22	Individual	\$20.48
Retiree + 1	\$93.88	Retiree + 1	\$34.83
Family	\$133.11	Family	\$49.29

### How Your Premiums are Paid

If you are eligible and elect to continue FCPS medical coverage into retirement, you are responsible for the full premium (minus any FCPS subsidies) if you continue to participate in an FCPS health plan. When possible, FCPS deducts your health plan premiums from your ERFC monthly pension payment. Premiums are deducted at the end of the month in which the pension is paid (e.g., your September premiums would be taken from your annuity payment at end of September).

If your annuity is insufficient from which to deduct all medical and dental premiums, please look out for a mailing from Optum Financial Services. Optum is the third party administrator that collects premium payments for retirees who are paying via direct bill. It is important to look for the Optum invoice to prevent your coverage from accidentally being terminated due to non-payment. Optum will provide information on how and when to submit premium payments. You can choose to submit payments via automated clearing house (ACH) deduction, by check, or by credit/debit card.

### Medical Plan Subsidies

If you are age 55 or older (or approved for disability retirement), FCPS pays a subsidy toward the cost of your medical coverage, which reduces the amount that you pay for medical coverage each month.

#### Educational Employees' Supplementary Retirement System (ERFC)

If you are a member of ERFC and age 55 or older, FCPS provides a \$100 per month subsidy toward your medical premium. The subsidy does not apply to dependent coverage nor to dental benefits. If you are under the age of 55 and receive disability retirement benefits, you also may receive the subsidy. FCPS applies the subsidy on the first day of the month following the month in which you turn age 55. The FCPS medical subsidy ends upon your death and does not transfer to surviving dependents.

#### Virginia Retirement System (VRS)

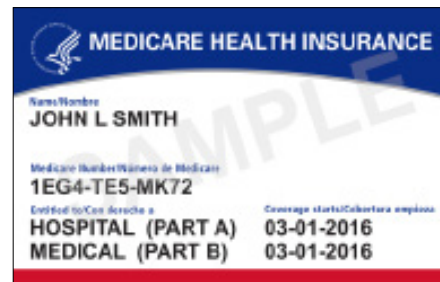
VRS provides a monthly health credit to retirees with at least 15 years of service. You do not have to be enrolled in an FCPS health plan to receive this reimbursement. The Virginia General Assembly sets the subsidy amount (currently \$4 per year of VRS service). The VRS credit ends upon your death and does not transfer to any surviving dependents.

To receive the credit, you must complete a *Request for Health Insurance Credit* form (VRS-45) and submit it to VRS. The health insurance credit amount is reflected in your monthly VRS benefit and is not subject to federal or state taxes.

VRS Years of Service	Monthly Health Credit
15	\$ 60
16	\$ 64
17	\$ 68
18	\$ 72
19	\$ 76
20	\$ 80
21	\$ 84
22	\$ 88
23	\$ 92
24	\$ 96
25	\$ 100
26	\$ 104
27	\$ 108
28	\$ 112
29	\$ 116
30	\$ 120
31	\$ 124
32	\$ 128
33	\$ 132
34	\$ 136
35	\$ 140

## Are You 65 or Turning 65 Soon? Becoming Eligible for Medicare.

All FCPS retiree medical plans require retirees, spouses, and their dependents to enroll in Medicare Parts A and B when they become eligible for Medicare, including eligibility due to disability. You are typically eligible for Medicare on the first day of the month in which you turn age 65. Disabled individuals may qualify prior to age 65. Your Medicare eligibility date may not be the same as your Social Security eligibility date. Contact Social Security three months before you turn 65 to initiate Medicare coverage.



Once you receive your Medicare card, make a copy and send it to: [FCPS Department of Human Resources, Office of Benefit Services, 8115 Gatehouse Road, Suite 2700, Falls Church, VA 22042.](#)

Below are the FCPS guidelines for Medicare effective dates:

- Retirees whose last day worked occurs in June, July, or August, Medicare Parts A & B must be effective no later than September 1.

Example: Retiree is under 65 but spouse is age 65 or older when the employee retires on July 1. The spouse will work with Medicare to determine the effective date of coverage, but the spouse must have Medicare Parts A & B in effect no later than September 1.

- Retirees whose last day worked occurs any other month (September – May), Medicare Parts A & B must be effective no later than the first day of the month following the date last worked.

Example: Retiree over age 65 retires on March 1. The last day worked is February 28, so Medicare coverage must be effective by March 1.

Please note that individuals who turn 65 after retirement will still be required to elect Medicare coverage to be effective the month in which the retiree turns age 65. Retirees are encouraged to contact Social Security three (3) months prior to their 65<sup>th</sup> birthday to ensure the coverage is in effect timely. Please refer to the “Becoming Eligible for Medicare” section in the [Retiree Benefits Handbook](#) for more information.

Visit [www.Medicare.gov](http://www.Medicare.gov) or call 1-800-Medicare (1-800-633-4227) for information about Medicare and communications from Centers for Medicare & Medicaid Services (CMS).

### Remember!

You can review each plan year’s benefits-related materials, such as the [Retiree Benefits Handbook](#) or read each plan’s Summary Plan Description, on the [Retiree Benefit Publications website](#) ([www.fcps.edu](http://www.fcps.edu), search keywords “retiree publications”). If you have any questions, please reach out to the appropriate group using the contact information listed on page 1.



## Important Benefit Actions

### ☑ Electing to Maintain FCPS Benefits Coverage

When completing your retirement paperwork, don't forget to complete and submit these forms to the Office of Benefit Services:

- [Retiree Medical and Dental Enrollment/Change form \(HR-461\)](#)

You will need to decide if you plan to maintain your FCPS health and/or dental coverage in retirement (view page 1 to see if you're eligible). Be sure to review the Retiree Premiums Chart on pages 4-5 to see how your monthly premiums will change in retirement. Premiums are deducted from your ERFC payment. If your retirement pay doesn't cover your full premium amount, you will receive information about how to set up a direct bill payment through Optum Financial Services.

- [Optional Group Life Insurance form](#)

If you have had optional life insurance for five (5) years preceding retirement, you are eligible to continue in retirement. If you elect to continue optional life insurance, you will be billed directly by Securian Financial (VRS/ERFC). Refer to the contact sheet on page 1 if you have any questions.

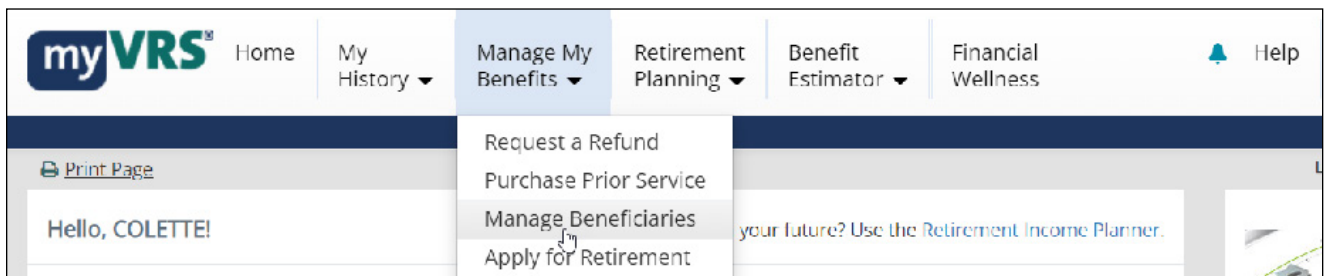
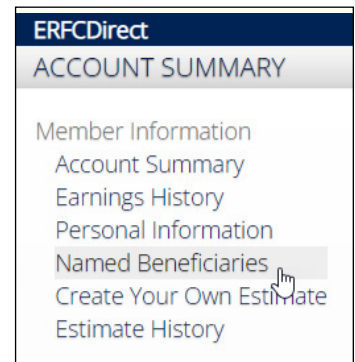
### ☑ Be aware of how becoming Medicare-eligible impacts your FCPS benefits. See page 6.

### ☑ Checking Your Current Retirement System Beneficiary Designation:

- [ERFC](#): Log-in to your *ERFCDirect* account and click on "Named Beneficiaries" in the left column menu under "Member Information" to designate or update beneficiary information.

- [Virginia Retirement System \(VRS\)](#): You can review and update beneficiaries online for the defined benefit portion of your VRS Plan through your secure *myVRS* account. In the top menu bar, click on "Manage My Benefits" then click on "Manage Beneficiaries".

- VRS Hybrid members should also review/update beneficiaries for the defined contribution portion of their retirement plan. This can be done by logging in to your MissionSquare account and designating/ updating your beneficiary information online.



### ☑ Checking Your Current Life Insurance Beneficiary Designation:

- Review and update your beneficiaries online through your *myVRS* account.

### ☑ Keep Your Address Up-to-Date and Read Any Communication from FCPS, ERFC, and VRS!

- As you move into this next phase of life, please keep in mind that it's important to keep in touch. If you are moving - whether down the street or across the country - be sure to update your addresses with both ERFC and VRS. FCPS receives your updated address from your retirement systems, so if your address is incorrect, you may miss important mailings regarding your FCPS benefits.