



EMPLOYER SERVICES FACT SHEET

Reemployment and Health Care Eligibility

As of January 1, 2016, SERS members who retire and then take a new job or go back to work for a public or private employer may temporarily lose their eligibility for SERS' health care coverage while reemployed. This rule also applies to spouses. If a spouse is enrolled in SERS' health care coverage and takes a new job, the spouse may lose eligibility for SERS coverage. The retiree's eligibility and enrollment in SERS' coverage is not affected.

Regaining Eligibility

Reemployed retirees regain their eligibility for SERS' coverage when they stop working. Retirees can enroll in SERS' coverage under the following circumstances:

- Within 31 days of termination of the employer coverage
- Within 90 days of becoming eligible for Medicare

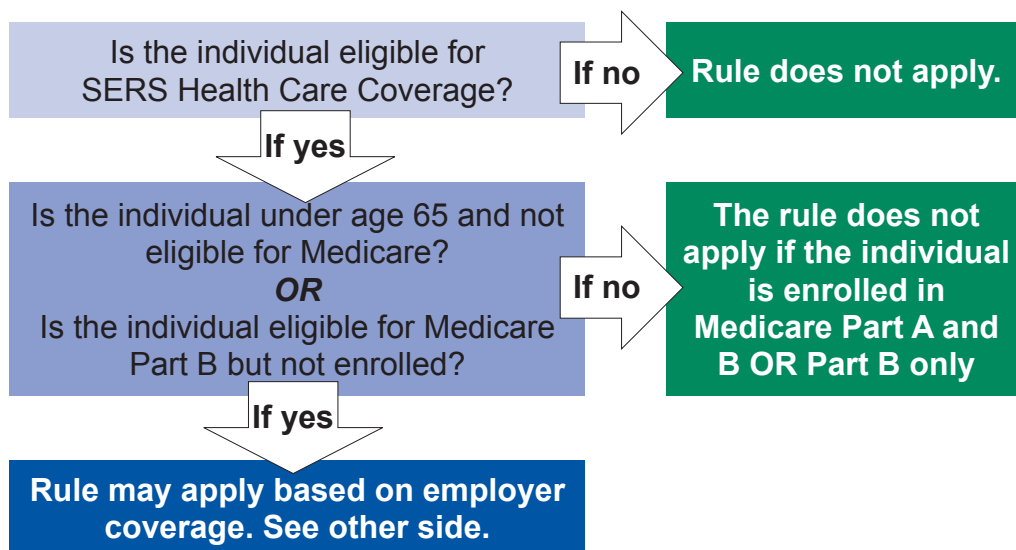
Retirees Affected by Rule

- Under age 65 not yet eligible for Medicare
- Eligible for Medicare but not enrolled in Part B

Retirees NOT Affected by Rule

- Enrolled in Medicare Part A and B
- Enrolled in Medicare Part B only

REEMPLOYED RETIREES WHO MAY LOSE SERS ELIGIBILITY WHILE REEMPLOYED



OVER

SERS Eligibility is lost when:

- The reemployed retiree is eligible for medical and prescription coverage through his or her new employer.
- The reemployed retiree is not eligible for medical and prescription coverage through his or her new employer, but other employees in comparable positions are eligible for coverage. The coverage available to employees in comparable positions must be at the same cost as full-time employees.

The reemployed retiree will not lose eligibility for SERS' coverage if he or she does not have access to the employer coverage or it costs employees in comparable positions more than full-time employees pay.

For example: John is employed part-time and is eligible for the same health care coverage and prescription benefits as others employed at the same employer. However, as a part-time employee, John pays a higher percentage of the health care coverage premium than his full-time counterparts. In this situation, John remains eligible for SERS' coverage because he is not eligible for coverage at the cost available to full-time employees.

HOW TO DETERMINE IF A REEMPLOYED RETIREE WILL LOSE SERS ELIGIBILITY

Does the employer offer health care coverage to other comparable employees?* Yes No

*Comparable employee is based on position and employment status (part-time/full-time).

Does the health care coverage include medical and prescription coverage? Yes No

Is health care coverage offered at the same cost as full-time employees? Yes No

If you answered **yes** to all of the above questions, the individual will temporarily lose eligibility for SERS' health care coverage.

If you answered **no** to any of the above questions, the rule does not apply and SERS will offer health care coverage.

Frequently Asked Questions:

Q: Who determines if reemployment will affect a retiree's eligibility for SERS' health care coverage?

A: SERS' Health Care Services department makes the determination.

Q: What does "comparable employee" mean?

A: Comparable employee means a comparable position, such as a bus driver or lunchroom aide, and equivalent employment status, such as part-time or full-time.

Q: If a reemployed retiree is excluded from the employer health plan, is health care coverage available from SERS?

A: Not necessarily. Exclusion from the employer plan does not automatically qualify a reemployed retiree for SERS' health care coverage. If other comparable employees are offered health care coverage at the same cost as full-time employees, the rule is applied.