

**Hope College**  
**Retiree Health Insurance Policy**  
**Revised: 1-1-2012**

Faculty and staff who retire from Hope College with at least ten years of continuous service at the time of their retirement are eligible to participate in Hope College's Retiree Health Insurance plan. The participant is required to pay a share of the premium cost based on eligibility guidelines below:

**Eligibility**

Effective January 1, 2005, retirees will pay a portion of their Retiree Health Insurance premium, per the following:

- A. Those benefit eligible faculty/staff that retired before 6-1-95, will be charged **25%\*** of the premium for employee plus **25%** of the premium for spouse/dependent. Spouse/dependent coverage is voluntary.
- B. Those benefit eligible faculty/staff with 10 or more years of Hope College service as of 6-1-95, will be charged **25%\*** of the premium for employee plus 25% of the premium for spouse/dependent. Faculty/staff retiring after 7-1-96, will be charged **25%\*** of the premium for employee plus 50% of the premium for spouse/dependent. Spouse/dependent coverage is voluntary.
- C. Those benefit eligible faculty/staff employed at Hope College with less than 10 years of service as of 6-1-95, will be charged **25%\*** of the premium for employee plus 100% of the premium for spouse/dependent. Spouse/dependent coverage is voluntary.
- D. All benefit eligible faculty/staff hired after 6-1-95 shall be eligible to participate in the Medicare Supplemental Plan by paying 100% of the retiree/spouse/dependent premiums. Spouse/dependent coverage is voluntary.

**Spouse/Dependent Coverage:**

Spouses/dependents of retired faculty and staff are eligible to participate under the following terms:

- 1. Required premiums are paid.
- 2. Spouses and dependents of retirees who are not otherwise eligible for Medicare must remain on the health insurance plan and the premium calculation will be based upon the "pre-medicare-eligible" rates until they become "medicare-eligible" at which time rates will be adjusted accordingly.
- 3. Retirees who remarry may add their new spouse and/or dependent children, but 100% of the premiums must be paid by the retiree.
- 4. Upon the death of the faculty/staff retiree, only those dependents that are insured may continue coverage.

**Medicare Coordination**

All participants in the health plan are required to enroll for Medicare's Part A and Part B options (Part D is NOT required) and pay the required premiums. Medicare does not permit coordination with Personal Injury Protection (PIP) under an automobile insurance policy ... all participants should check with personal automobile insurance carriers to confirm that auto insurance will pay primary costs if injured in an auto accident.

### **Premium Rates and Payments**

All premium rates are subject to annual increases at the beginning of each year. The current Retiree Health Insurance Plan is with **Blue Cross/Blue Shield Medicare Advantage 2012 PPO**. The 2012 premium rate for is **\$212.29\*** per month, per single Medicare subscriber. Retirees with spouses who desire coverage and who are not yet eligible for Medicare (ie. pre-65) will be enrolled in the BCBSM PPO Blue Plan currently available for active employees until the 1<sup>st</sup> of the month in which they turn 65 - - at which time they will enroll in the Medicare Advantage plan. The **2012 premium** for this BCBSM PPO coverage is **\$484.59** per month. Additionally, eligible children of retirees will also be covered in the BCBSM PPO plan at a **2012 premium** rate of **\$315.17** per month. All retirees will be billed monthly for the applicable percentage of the premium for their own (and spouse/dependents enrolled, if applicable) coverage as indicated in the “eligibility” table listed above. Hope College will have the right to cancel insurance coverage if payment is more than 60 days delinquent.

### **Early Retirement**

Faculty and staff with at least 10 years of service who decide to retire prior to the normal Medicare eligible age but no earlier than age 60 must remain continuously on a Hope College Health Insurance Plan. Any faculty or staff member who retires under a formal, early retirement plan approved by Hope College shall have premium payments determined by that agreement. All others must pay 100% of the premiums until they reach the age of eligibility for Medicare. At that time, they will become eligible for one of Hope College’s Retiree Health Insurance Plans as outlined above.

### **Plan Revision Option**

The College reserves the right to modify the terms, conditions, and coverage in the Retiree Health Plans.