

CHECKLIST FOR RETIRING EMPLOYEES

January 1, 2020

- PERS** *Employees considering retiring should contact the Public Employees Retirement System (PERS, 687-4200) 8-12 months BEFORE retiring.*
- H.R.** *Contact the District HR Office (348-0321) and ask for your HR Representative for guidance/direction on the process (when to do letter of resignation/retirement, to whom it should be addressed etc.).*
- BENCOR** – *For sick leave and vacation payoffs, contact your HR Representative.*
- ESIP** – *If you have received an ESIP letter, it will explain the ESIP process. Your HR Representative can answer any questions you may have about ESIP and its time line.*
- PAYROLL** *Questions regarding your final paycheck, vacation payoff, etc., can be answered by calling the Payroll Office at 348-0341.*
- You may have “automatic” payroll deductions for other insurance plans, TSA’s ETC. If you want to continue these policies you will need to contact the companies directly to make these arrangements (e.g. American Fidelity, 829-1313, and/or other companies).*
- RISK
MGMT.** *As an active employee, the District pays your monthly health insurance premium. If you wish to continue your health insurance into retirement, you will be responsible for paying your premium, which will be deducted from your monthly PERS check. You will need to complete a Retiree Insurance Premium Deduction form in Risk Management at least two weeks prior to receiving your final District paycheck. If you desire, your life and vision coverage can be continued separate from your health and dental, but there is no option to continue health coverage without dental or dental without health coverage. Also, when eligible, you **must** sign up for Medicare A & B.*

**WASHOE COUNTY SCHOOL DISTRICT
FREQUENTLY ASKED QUESTIONS
BY NEW RETIREES**

Will my District group insurance continue into retirement? *Yes, so long as you request continuation within 60 days from the date of your retirement (per NRS 287.023) by completing the appropriate form **and** you are receiving a PERS check. The monthly premium will automatically be withdrawn from that check.*

What if I decide not to keep my District coverage and do not turn in the form?
Your coverage will end on the day of your retirement.

Is there an option to continue ONLY medical coverage or ONLY dental coverage?
There is no option to continue these coverages separately. They are offered together as a package.

If I do not keep my District coverage at retirement, will there ever be a time I can request reinstatement? *Yes, you can request reinstatement of your medical/dental and/or vision coverage during Retiree Open Window (January of any even-numbered year, such as 2020, 2022, etc.)*

What about reinstating my life insurance? *There is NO OPTION for retirees to reinstate their life insurance once it has lapsed. So, you may wish to keep the District-sponsored group life insurance in place when you retire even though you may not be keeping your health insurance coverage.*

What if I qualify for Medicare A & B? *If you qualify, you **MUST** sign up for **BOTH** Medicare A & B. Medicare will become primary and District insurance will become secondary. If you qualify for Medicare, but do not sign up for Medicare, your claims will be processed at 20% coinsurance.*

Will my spouse's coverage continue if I pre-decease him/her? *If your spouse is a covered dependent on your group insurance, he/she will be allowed to continue coverage under his/her social security number in case of your death upon notification within 60 days from the date of the member's death.*

Will my vision coverage continue when I retire? *Yes, if you choose to keep it and pay the premium. However, if your spouse is an actively working District employee with health insurance, you would be covered under his/her "family" vision coverage, with the premium being District-paid. If you and your spouse are both retiring from the District at the same time, only one of you needs to pay the "family" vision premium, as you would both be covered under the one vision plan.*

Will I continue to be part of the District's Wellness Program? *Yes, as long as you are covered with the District health insurance, you will be included in the Wellness Program. You will also be required to participate in the annual health assessment to be able to continue to get the premium discount of \$40 per month, until age 80. At that time, you will automatically get the discount for the following calendar year.*

Premium Schedules Effective January 1 – June 30, 2020

These Premiums include the Premium Discount

Coverage Level	PPO Plan: Monthly Premiums (Medical/Dental; No GAP)	Qualified High Deductible Health Plan Monthly Premiums (Medical/Dental; No GAP)
Retiree Only	\$756.72	\$598.54
**34.75% Subsidy	\$515.42	\$412.20
Spouse	\$443.85	\$232.17
1 Child	\$274.39	\$89.74
2 Children	\$536.01	\$309.50
Family	\$701.49	\$448.56

* Premiums are increased by \$40 per month without Premium Discount.

** 34.75% Subsidy effective for ESP Classified Employees that started prior to July 1, 1999 and retire after 15 years of service. Retiree subsidy is subject to change effective July, 1st of every year.

PLEASE NOTE:

1. Dependent premiums are in addition to the Retiree premium.
2. Vision Coverage is an additional \$12.32 per month.
3. GAP coverage is an additional \$14.80 per retiree per month PLUS:
 - a. \$12.10 for spouse coverage per month
 - b. \$9.60 for 1-2 children coverage per month
 - c. \$21.70 for family coverage per month

BASIC LIFE INSURANCE:

\$40,000	\$14.56 PER MONTH Certified/Classified
\$50,000	\$18.20 PER MONTH Confidential
\$200,000	\$72.80 PER MONTH Administrator/Pro-Tech/Psychologist

At age 70, both the value and the premium are reduced in half. If you choose to not elect the Life Insurance at the time of retirement, it will be cancelled indefinitely.