



## WILLIAMSON COUNTY GOVERNMENT

### **Continuing Medical Benefits at Retirement**

Williamson County and the Board of Education employees, **with a full-time hire date prior to July 1, 2009**, are able to continue medical, dental, prescription, vision and life benefits at retirement ***if they meet eligibility requirements***. **All employees with a full-time hire date of July 1, 2009 or after will have no continuation of benefits at retirement.**

#### **Eligibility Requirements**

To be eligible for continuation of retiree medical, dental, prescription, vision and life benefits the following must apply:

1. Employee must have a full-time hire date prior to July 1, 2009.
2. Employee and/or dependents coverage must have been in effect a minimum of one (1) year prior to retirement.
3. **Employee must have 10 continuous years of full-time service with Williamson County Government or the Board of Education and be age 55 on his/her date of retirement (or) the Employee must have 30 continuous years of full-time service with Williamson County Government or the Board of Education and will be allowed continuation of coverage at retirement regardless of age.** Leave of absences that occur during this period will be handled in accordance with state and federal laws.

***It should be noted that meeting the requirements for pension benefits under the Tennessee Consolidated Retirement System does not ensure eligibility for a continuation of medical benefits for retired employees of Williamson County Government or the Board of Education.***

Should the wording or lack of wording in this policy lead to conflict or disagreement, decisions by the Benefits Department will be based on the intent of the Williamson County Commission and the Board of Education and normal and accepted practices and procedures.

#### **How Do I apply for continuation of coverage?**

**Upon notification of retirement, by you, to the Human Resource Department for Williamson County or the Board of Education**, the Benefits Department will receive a Notification of Retirement Form regarding your upcoming retirement. This form will have all the pertinent information regarding your employment history with Williamson County Government or the Board of Education.

#### **Enrollment**

Once approval for continuation of medical benefits has been determined, the retiree will receive a Retirement Summary and Election Form. ***The retiree will have 31 days from the date of the Retirement Summary and Election Form to complete and return the form to the Benefits Department for continuation of coverage.*** Failure to do so will result in loss of eligibility and coverage except as required under COBRA guidelines.

Retiring employees have the option to continue only those benefits they were enrolled immediately prior to retirement.

A retired employee may change from dependent coverage to individual coverage or decline coverage at retirement. However, he/she may not change to dependent coverage once individual coverage has been selected. **Once coverage has been dropped you cannot re-enroll.**

Upon the death of a retiree, a covered spouse and/or dependent may continue their coverage under the plan.

**Retired employees who become eligible for group medical insurance due to accepting employment with another employer will be provided secondary coverage under Williamson County Government and the Board of Education's plan. The new employer's insurance will be considered primary on all medical claims.** Retired employees who are eligible for medical coverage through a spouse's employment are not subject to this restriction.

Williamson County and the Board of Education's plan will continue to be their primary coverage and their spouse's plan will be their secondary coverage.

**Those retirees that have accepted continuation of medical benefits will not forfeit their continuation of medical benefits by returning to service with Williamson County Government or the Board of Education as a full-time employee or County Official.** Those individuals will be eligible for the same coverage they had at the time of their original retirement once they have completed their active service.

Retirees who continue medical benefits with Williamson County Government or the Board Education ***will be enrolled in the same insurance plan that they had while actively employed.*** **The only exception would be if the retiree and/or their spouse are Medicare eligible at the time of retirement. See Medicare requirements below.**

**Retirees and/or retiree spouses** (if applicable and enrolled on medical) must enroll in Medicare Part A & B at the time they are eligible and provide a copy of your Medicare card to the Benefits Department. **Medicare typically & automatically will enroll eligible retirees/enrollees in Part A & B about 3 months before their 65th birthday if they are drawing Social Security.** If you have delayed Social Security, you will need to go to <https://www.ssa.gov/medicare/sign-up> to enroll in Medicare A & B. Failure to enroll in Medicare Part A and B ***disqualifies*** continued medical benefits under the Williamson County and the Board of Education retiree plan. Once a retiree participant becomes Medicare eligible, they will choose **the Medicare Part C Advantage plan**. You have the option to decline the plan and enroll in a Public Medicare Part C plan **or** a Public Traditional Medicare Supplement (i.e.: F, G, H, N, etc.). If coverage is declined, you (and any dependents who are enrolled) are no longer eligible for medical and prescription coverage under the Williamson County Retiree Program. You will not be allowed to re-enroll at a later time. Also, if you decline the medical coverage, you may stay enrolled with Williamson County's dental and/or vision plans. **Medicare Part B premiums must be paid to CMS/Medicare in order to keep your Medicare Part C supplement coverage in effect.**

Effective January 1, 2011, the Social Security Act was amended to establish an income related monthly adjustment. The income-related monthly adjustment amount, or IRMAA, now applies to both your Part B and Part D premiums. **The Social Security Administration (SSA) makes the determination about whether you are subject to IRMAA based on the modified adjusted gross income (MAGI) you reported on your tax return two years ago.** For example, in 2026, the SSA looks at the modified adjusted gross income data you filed with your 2024 tax return. Unlike late enrollment penalties, which can last as long as you have Medicare coverage, IRMAA is calculated every year. You may have to pay the adjustment for one year, but not the next if your income falls below the threshold.

| Beneficiaries who file individual tax returns with modified adjusted gross income: | Beneficiaries who file joint tax returns with modified adjusted gross income: | Income-Related Monthly Adjustment Amount | Total Monthly Premium Amount |
|------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|------------------------------------------|------------------------------|
| Less than or equal to \$109,000                                                    | Less than or equal to \$218,000                                               | \$0.00                                   | \$202.90                     |
| Greater than \$109,000 and less than or equal to \$137,000                         | Greater than \$218,000 and less than or equal to \$274,000                    | \$81.20                                  | \$284.10                     |
| Greater than \$137,000 and less than or equal to \$171,000                         | Greater than \$274,000 and less than or equal to \$342,000                    | \$202.90                                 | \$405.80                     |
| Greater than \$171,000 and less than or equal to \$205,000                         | Greater than \$342,000 and less than or equal to \$410,000                    | \$324.60                                 | \$527.50                     |
| Greater than \$205,000 and less than \$500,000                                     | Greater than \$410,000 and less than \$750,000                                | \$446.30                                 | \$649.20                     |
| Greater than or equal to \$500,000                                                 | Greater than or equal to \$750,000                                            | \$487.00                                 | \$689.90                     |

Once SSA makes this determination, it will provide each identified beneficiary with a written notice that includes:

- the amount of the Part B and Part D-IRMAA
- what information was used by SSA to make the determination

- how to request a review of the Part B and Part D-IRMAA determination

**In general, the Part B and Part D – IRMAA will be paid through premium withholding from monthly Social Security benefit payments. However, if you are not yet drawing Social Security, you'll get a Medicare Premium Bill each quarter. Keep in mind that Medicare treats IRMAA payments the same as other premium bills, which means that if you don't make your payments on time each month, you could lose your coverage.**

**PLEASE NOTE: Williamson County has no knowledge if/when/why you will pay the IRMAA.** If you cash out an IRA, sell land that was inherited, have large investments.... **anything that will increase your income on your tax return**.....will affect whether you will pay the additional Part B & D premiums to Social Security. **Contact Social Security for the reason if it is not stated in their letter.**

## **Premiums**

Williamson County Government and the Board of Education retirees are required to pay 20% of the premium cost for Medical and Dental coverage. Williamson County and the Board of Education will provide the remaining 80%, based upon availability of funding. For continuation of Vision and Life Insurance, the retiree will pay 100% of premium cost.

**Retiree premiums are to be paid by monthly bank draft.** You may choose the 1<sup>st</sup> or the 15<sup>th</sup> day of the month to have your premiums drafted from your checking account. A Bank Draft Authorization Form will be mailed with the Retirement Summary and Election Form. It is to be completed & returned to the Benefits Department with the Election Form. Payment shall remain current to the month of coverage. Failure to make timely payments of premiums could result in a loss of coverage. **Please note:** TCRS does **not** deduct premiums from your pension check.

## **Life Insurance**

As an active employee, Williamson County Government and the Board of Education provided a group life insurance policy free of charge in the amount of \$50,000. You may continue this life insurance coverage at retirement. Retirees will pay 100% of the life insurance premiums and may only carry coverage in the amount of \$15,000 up to the age of 65. At age 65, the value of the policy and premiums will decrease 35%, and will continue to decrease 35% every 5 years thereafter. See table below:

### **At Retirement:**

| AGE              | PREMIUM        | VALUE           |
|------------------|----------------|-----------------|
| <b>To Age 64</b> | <b>\$15.15</b> | <b>\$15,000</b> |
| <b>65-69</b>     | <b>\$9.84</b>  | <b>\$9,750</b>  |
| <b>70-74</b>     | <b>\$6.36</b>  | <b>\$6,300</b>  |
| <b>75-79</b>     | <b>\$4.24</b>  | <b>\$4,200</b>  |
| <b>80+</b>       | <b>\$2.73</b>  | <b>\$2,700</b>  |

**If you are enrolled in any voluntary programs that (i.e., Supplemental Life, Aflac, Cancer, Major Illness, etc.) and you wish to continue them by converting to individual policies, please contact The Drury Group at 615-628-3379 within 60 days of your last day of employment. Otherwise these policies will automatically terminate.**

For further information regarding continuation of medical benefits at retirement, please contact **Laurie Gulan in the Benefits Department at (615) 591-8506 or [laurie.gulan@williamsoncounty-tn.gov](mailto:laurie.gulan@williamsoncounty-tn.gov)** or visit the Williamson County Benefits Department website at [www.williamson-tn.gov/mybenefits](http://www.williamson-tn.gov/mybenefits) .

**For information on your TCRS pension, contact them at 1-800-922-7772 or email them at [TCRS.CustomerSupport@tn.gov](mailto:TCRS.CustomerSupport@tn.gov) .**

### **Disclaimer:**

All benefits and premiums in effect at the time of retirement are subject to change based on the plan document and funding.