

# ***Who is a Re-employed Retiree?***



- **Retirees who receive an OPERS pension and also work for an OPERS-covered employer including:**
- **Intermittent workers**
  - Seasonal employees who cycle in and out of re-employment or who work limited hours
- **Part-time workers**
  - Employees who have continuous employment but limited hours
- **Full-time workers**
  - Employees who have standard work hours and meet FT requirements

# ***2016 Health Care Plans and Cost***



- **Full plan premiums are set every year and are based on many factors including utilization and inflation.**
- **OPERS will offer an allowance to retirees/spouses selecting the re-employed group plan to help offset the full premium.**
- **Allowance amounts from OPERS will range from 51% to 90% of the full plan premium. In 2016 most retirees will have an allowance of 88% or more.**
- **Allowance percentages are determined by the retiree's years of public service and age when first enrolled in OPERS health care.**
- **Spouse allowances will transition to \$0 by 2018.**

# Premiums and Contribution Values for Re-employed Retiree plans (2017 and 2018 are estimates)



Medicare A&B Re-employed Retiree Humana Interim Premium			
	2016	2017	2018
Monthly Self Supporting Rate	\$399	\$415	\$432
OPERS allowance level - Percent	88%	81%	75%
OPERS allowance level - Dollar	\$351	\$336	\$324
Member's Monthly Premium	\$48	\$79	\$108
Annual OPERS Contribution to Retiree	\$4,213	\$4,033	\$3,884

Retiree pays this HC premium each month

Non-Medicare Reemployed Retiree MMO Interim Premium			
	2016	2017	2018
Monthly Self Supporting Rate	\$969	\$1,008	\$1,048
OPERS allowance level - Percent	88%	81%	75%
OPERS allowance level - Dollar	\$853	\$816	\$786
Members Monthly Premium	\$116	\$191	\$262
Annual OPERS Contribution to Retiree	\$10,233	\$9,795	\$9,433

Retiree pays this HC premium each month

# Example 1 Monthly Pension \$4,000; Re-employment income \$500



				Monthly	
Income			Re-employed	Not Re-employed	
	Pension		\$4,000	\$4,000	
	Re-employment		\$500	\$0	
	Total		\$4,500	\$4,000	
Health Care Options	<b>OneExchange</b>				
		HRA	None	\$337	
		Premium		(\$230)	
		Remaining HRA \$\$		\$107	
	<b>Employer Plan</b>		None	None	
		Premium			
	<b>OPERS Interim Plan</b>			N/A	
		Total Premium	\$399		
		OPERS Allowance to Retiree	(\$349)		
		Retiree's premium	\$50		
Net Effect	<b>Income</b>		\$4,500	\$4,000	
	<b>Health Care cost/credit</b>		(\$50)	\$107	
	<b>Net income</b>		<b>\$4,450</b>	<b>\$4,107</b>	

# Example 2 – Monthly Pension \$2,000; Re-employment income \$500



				Monthly	
Income			Re-employed	Not Re-employed	
	Pension		\$2,000	\$2,000	
	Re-employment		\$500	\$0	
	Total		\$2,500	\$2,000	
Health Care Options	OneExchange				
	HRA		None	\$337	
	Premium			(\$230)	
	Remaining HRA \$\$			\$107	
	Employer Plan		None	None	
	Premium				
	OPERS Interim Plan			NA	
	Total Premium		\$399		
	OPERS Allowance to Retiree		\$349		
	Retiree's premium		-\$50		
Net Effect	Income		\$2,500	\$2,000	
	Health Care cost/credit		(\$50)	\$107	
	Net income		\$2,450	\$2,107	

# Example 3 – Monthly Pension \$2,000; Re-employment income \$1,500



				Monthly	
		Re-employed	Not Re-employed		
Income	Pension	\$2,000	\$2,000		
	Re-employment	\$1,500	\$0		
	Total	\$3,500	\$2,000		
Health Care Options	OneExchange				
	HRA	None	\$337		
	Premium		(\$230)		
	Remaining HRA \$\$	None	\$107		
	Employer Plan	None	None		
	Premium				
	OPERS Interim Plan		NA		
	Total Premium	\$399			
	OPERS Allowance to Retiree	\$349			
	Retiree's premium	-\$50			
Net Effect	Income	\$3,500	\$2,000		
	Health Care cost/credit	(\$50)	\$107		
	Net income	\$3,450	\$2,107		

# ***OPERS Re-employment Decision Tool***



- PowerPoint driven tool
- Designed to help retirees understand health care options if choosing to become re-employed
- Available at [opers.org](http://opers.org) under re-employment section
- [www.opers.org/rr](http://www.opers.org/rr) (demo)
- More tools to come
- Another mailing later this month