



Separating/Retiring Employee Benefits Information

It is important that you read the following information very carefully so that you are aware of the benefit options available to you when you separate/retire from employment with the City of Eugene.

Notice of Intent for Benefits Form

Please complete each section of the attached Notice of Intent (NOI) form for Benefits and return it to Benefits staff before your last workday. Forms can be sent by secure fax to 541-650-3031, email to BenefitsStaff@eugene-or.gov, by interoffice mail, or mailed to 940 Willamette St. Suite 200, Eugene OR 97401. They will be processed with the separation paperwork initiated by your department. Please call Benefits staff at 541-682-5061 if you have benefits-related questions about your separation/retirement. Additional information on your benefits is available 24 hours a day on the Employee Benefits website at <http://www.eugene-or.gov/employeebenefits>.

Health Insurance

Your City-paid health insurance will cease at the end of the month in which you separate employment. You have options of seeking health coverage from a private carrier, the Affordable Care Act's Health Insurance Marketplace, through PERS, or through COBRA/Retiree continuation through the City of Eugene. **Please read each option carefully.**

- **City of Eugene Retiree Continuation:** Employees retiring under PERS immediately upon leaving employment with the City of Eugene may continue their health insurance coverage through the City, on a self-pay basis, until eligible for Medicare. You have 60 days to elect the health insurance coverage.
Eligibility: Retiree and/or Spouse/Domestic Partner: Until eligible for Medicare (usually age 65)
Dependents: Children under age 26
- **City of Eugene COBRA Continuation:** You may continue your health insurance coverage under COBRA through the City of Eugene for a limited time, generally for 18 months, provided you pay the monthly premiums and you are not covered under another group health plan or entitled to Medicare. In some cases, you or your family members may be eligible for COBRA coverage if you or your family members are already entitled to Medicare. Under federal law, employees who are terminated from employment for gross misconduct, their spouse/domestic partner, and dependents, are not entitled to COBRA continuation coverage under the plan.
- **PERS Option:** PERS Health Insurance Program offers several medical plans and a dental plan for PERS retirees. PERS also pays a subsidy toward the cost of health care coverage for eligible retirees on Medicare (Parts A and B). For rates and health plan option information, contact PERS Health Insurance at 800-768-7377.
- **Health Insurance Marketplace:** The Affordable Care Act's Health Insurance Marketplace allows individuals to compare private health insurance options. Middle and low-income families may qualify for subsidies and the coverage may cost less than continuation through the City's plans. Information is available at www.HealthCare.gov or 800-318-2596.

Coverage under the City's plans: Medical, dental, and vision coverage is available under the City's health plans. You may purchase medical-only or the entire medical/dental/vision package and dental/vision coverage alone, is not an option. If you continue the medical-only coverage, you cannot add dental/vision back to your plan until the next open enrollment period.

Coverage may change annually: You may only elect to continue the medical plan you were on at the time of separation. However, you are eligible to participate in the City's annual open enrollment period,

normally held each June. During the open enrollment period you may change medical plans if you choose.

Premium Collection Administration: The City of Eugene has contracted with PacificSource Administrators to administer the health insurance eligibility and premium collection for separated and retired employees. You will receive information concerning premium payment methods and other services provided by PacificSource Administrators during the month following separation of employment. Their contact information is:

PacificSource Administrators

P.O. Box 2440

Omaha, NE 68103-2440

Telephone: 855-289-6313

Email: cobra@pacificsource.com

This administration of premium collection by PacificSource Administrators will not change your health insurance coverage, the plan you are currently enrolled in, or where you send health or dental claims for payment.

Election Deadline: COBRA/Retiree continuation health coverage is contingent upon you electing the coverage and paying the required self-pay premiums in a timely manner. The election to secure coverage **must be made no later than 60 days after** your separation/retirement date. Please note that health insurance claims will be pended from the date your coverage as an active City of Eugene employee ends until your election form has been processed and your premium payment received by PacificSource Administrators (PSA). Including payment for your first month's premium at the same time you elect coverage will speed enrollment in the system. Once payment is received, coverage will be retroactive to the first day of continuation eligibility, and any denied or pended claims can be resubmitted for payment. Contact PSA for questions about your election form.

Premiums: You pay the cost of this coverage. **Premium rates may change annually or when union contracts are settled.** See the attached Health Insurance Continuation Premium Rates for the various City of Eugene pay units.

Monthly Payments: Payment for coverage for any month is due on the first day of the month, and, in all events, must be made within 30 days of the due date. The only exception is the premium payment for former employee and retiree coverage during the period preceding the election of such coverage, which must be made within 45 days of the date of election. **In all regards, your coverage will terminate as of the last day of the prior month for which the monthly self-pay premium was not timely made.**

Flexible Spending Accounts (FSA)

Your participation in a Dependent Care FSA or in a Transportation Reimbursement Account (TRA) will normally end when your employment ends with the City of Eugene. Eligible Dependent Care expenses incurred after separation can be reimbursed through the end of the plan year's grace period.

Your participation in a Healthcare FSA will continue after you leave employment. The balance of your annual Healthcare election will be deducted from your final paycheck, and you will be able to continue to participate through the end of the Plan Year. You may pre-pay your FSA or arrange for payments on an after-tax basis if your final check will not cover the election balance.

Life Insurance

City-paid: Your City-paid term life insurance policy provided through Standard Insurance Company ceases at the end of the month in which you separate. You may convert to an individual life insurance policy within 30 calendar days of your employment termination. To receive information from Standard Insurance Company, check the appropriate box on the attached Notice of Intent.

Supplemental: If you have Portable Term Supplemental Life Insurance, you may continue your coverage by paying the premiums directly to ReliaStar. For information on continuing your coverage, check the appropriate box on the attached Notice of Intent.

Long-Term Disability (LTD): Your Long-Term Disability coverage ceases on your last working day. There is no continuation coverage.

PERS and OPSRP Retirement Programs

Summary information on the programs is listed below. Contact PERS for specific and detailed provisions under each program. Information is also available on the PERS website. To contact PERS, call toll-free at 888-320-7377 or visit the PERS website: <http://www.oregon.gov/PERS>.

Retirees: To retire under PERS or OPSRP, you must be vested and eligible to receive retirement benefits due to age or years of service. Information on vesting and retirement eligibility is available on the PERS website at <http://www.oregon.gov/PERS/>.

You should contact PERS several months prior to your anticipated retirement date for more information on applying for benefits and work restrictions after retirement. PERS can be reached toll-free at 888-320-7377 or via their website. You can also attend a free PERS One Year to Retirement Group Counseling Session to obtain information about your retirement choices and an individual Retirement Application Assistance Session for help completing the PERS retirement paperwork. Information is on the PERS website or on the Employee Benefits website - www.eugene-or.gov/employeebenefits.

PERS Purchases with Deferred Comp Funds: You may be eligible to use your deferred compensation account to make PERS buy-back purchases, such as for your six-month PERS waiting period.

Contact the City's deferred compensation carrier for information on PERS purchases, deferred comp account distribution, and rollover options. You can contact the local carrier at:

Voya Financial
975 Oak St. Suite 410 Eugene, OR 97401
Telephone - 541-343-6759

Separating Employees: If you leave PERS or OPSRP-covered employment without withdrawing your account, you become an inactive PERS or OPSRP member. To keep in contact with PERS or to receive an Annual Statement, notify PERS of any changes in your name or mailing address in a signed statement.

If you are considering withdrawing money from your account, you should be aware that withdrawn funds may be subject to federal income taxes, and PERS must withhold 20 percent federal tax on a portion of your withdrawal that is distributed to you unless you elect a direct-transfer rollover. You may want to consult a tax advisor, especially if you elect a direct-transfer rollover into an Individual Retirement Account (IRA) or another tax-qualified plan. **If you are vested and thinking of withdrawing your account balance(s), PERS recommends you first consult with the IRS or your personal tax advisor, and request an estimate of future benefits from PERS.**

Public Employees Retirement System (PERS) Tier 1 and Tier 2 Members

If you ARE vested in the PERS pension program: If you are a vested PERS Tier One or Tier Two employee and terminate all PERS covered employment, you may leave your PERS employee and IAP accounts in the PERS system and collect a pension when you are eligible for retirement. You may also withdraw your PERS and IAP member account balances, provided you are not eligible for retirement benefits. If you withdraw one account, you must withdraw all accounts. The amount of your refund will be the total of your member accounts. Your employer's contributions are not part of your member account balance and are not refundable.

If you are vested in your PERS employer account and you take a distribution of your employee, IAP or rollover account, the employer pension account is permanently forfeited as of the date of that distribution. Withdrawing funds cancels all membership rights in PERS.

If you are NOT vested in the PERS pension program: If you leave covered employment without being vested and do not return to covered employment within five years, you lose PERS membership. Your PERS member account may remain in the PERS Trust Fund and continue to accrue earnings and losses for five years if you do not withdraw your account. After five years, your PERS member account earnings will stop.

Your IAP account may be left in the PERS Trust Fund until age 70½, and will continue to accrue earning or losses, provided you do not withdraw your account. After five years, you should determine whether you want to withdraw your PERS and IAP accounts. If you withdraw one account, you must withdraw all accounts.

Oregon Public Service Retirement Plan (OPSRP) Members

If you ARE vested in the OPSRP pension program: If you leave OPSRP covered employment and are vested in the employer pension account, you may leave your account in the PERS/OPSRP Trust fund and collect a retirement benefit when you are eligible for retirement.

You may elect to withdraw your Individual Account Program (IAP) employee, rollover, and employer accounts to the extent you are vested in those accounts. You may also withdraw from your OPSRP pension program if your actuarially determined pension benefit is less than \$5,000. If you withdraw from the pension program, you must also withdraw from the IAP program.

If you are NOT vested in the OPSRP pension program: If you leave covered employment without being vested in the OPSRP employee pension program, your employee Individual Account Program (IAP) may remain in the PERS Trust Fund and continue to accrue earning or losses until you reach age 70½, provided you do not withdraw your account. You may also elect to withdraw your IAP account. If you are not vested and you withdraw your account, the employer pension program is permanently forfeited as of the date of the withdrawal.

If you are not vested and you do not perform at least 600 hours of service in each of five consecutive calendar years, you forfeit all previous retirement credit, even if you have left your IAP account in the PERS Trust Fund. Forfeiture takes place at the end of the fifth year. If you withdraw your account or forfeit your membership and are subsequently reemployed in a qualifying position, any retirement credit accrued prior to the withdrawal or forfeiture is lost.

Deferred Compensation

You can leave your deferred compensation account with the City's plan when you leave employment to continue to take advantage of the City's low fund fees and plan options. In addition, you may be eligible to roll funds into your deferred comp plan, such as your PERS IAP account or your final payouts. The City's Deferred Comp Carrier, Voya Financial can help you plan for your retirement and run a retirement analysis that looks at your total retirement picture. The local Voya representatives can assist you with all your financial planning needs.

Final Deferral of Accumulated Leave: Upon your separation of employment with the City of Eugene, you can defer accumulated leave payoffs to your deferred compensation account. Under IRS regulations, the Deferred Compensation Participation Agreement Form deferring the final payoffs must be signed **prior to** the first day of the calendar month in which the leave will be paid. (For example, if the leave will be paid in April, the form must be signed by March 31.) **Return the form to Benefits staff no later than one week prior to your last day of work.**

Employee Assistance Program: You can continue to access the Employee Assistance Program for up to 18 months through COBRA by self-paying the premium, which is currently \$2.25 per month.

City of Eugene
Health Insurance Continuation Premium Rates

Effective July 1, 2023

Continuee/Retiree Monthly Insurance Premium Rates

(Rates Include a 2% Administration Fee)

Non-Represented

<u>City Health Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$1,011.74	\$1,100.72
Two-Party	\$1,932.09	\$2,085.88
Family	\$2,680.11	\$2,906.02

<u>City Managed Care Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$810.27	\$899.25
Two-Party	\$1,670.18	\$1,823.97
Family	\$2,433.74	\$2,659.65

<u>City Hybrid Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$681.01	\$769.99
Two-Party	\$1,403.72	\$1,557.51
Family	\$2,045.47	\$2,271.38

IATSE-Represented

<u>City Health Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$1,006.27	\$1,082.98
Two-Party	\$1,921.77	\$2,056.19
Family	\$2,665.74	\$2,865.99

<u>City Managed Care Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$784.23	\$860.94
Two-Party	\$1,616.52	\$1,750.94
Family	\$2,355.54	\$2,555.79

<u>City Hybrid Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$679.61	\$756.32
Two-Party	\$1,400.91	\$1,535.33
Family	\$2,041.32	\$2,241.57

EPEA-Represented

<u>City Health Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$1,010.63	\$1,094.43
Two-Party	\$1,930.16	\$2,076.80
Family	\$2,677.31	\$2,895.32

<u>City Managed Care Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$811.24	\$895.04
Two-Party	\$1,672.00	\$1,818.64
Family	\$2,436.30	\$2,654.31

IAFF-Represented

<u>City Health Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$1,014.31	\$1,094.30
Two-Party	\$1,939.09	\$2,079.17
Family	\$2,689.64	\$2,897.48

<u>City Managed Care Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$839.23	\$919.22
Two-Party	\$1,725.02	\$1,865.10
Family	\$2,514.18	\$2,722.02

AFSCME-Represented

<u>City Health Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$1,022.87	\$1,111.33
Two-Party	\$1,953.41	\$2,106.30
Family	\$2,709.63	\$2,935.67

<u>City Managed Care Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$813.04	\$901.50
Two-Party	\$1,671.37	\$1,824.26
Family	\$2,435.94	\$2,661.98

<u>City Hybrid Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$681.01	\$769.47
Two-Party	\$1,403.72	\$1,556.61
Family	\$2,045.47	\$2,271.51

IAFF-Represented Battalion Chiefs

<u>City Health Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$999.46	\$1,087.21
Two-Party	\$1,908.63	\$2,060.47
Family	\$2,647.57	\$2,871.14

<u>City Managed Care Plan</u>	<u>Medical-Only</u>	<u>Med/Dent/Vis</u>
Individual	\$799.55	\$887.30
Two-Party	\$1,648.09	\$1,799.93
Family	\$2,401.55	\$2,625.12

NOTICE OF INTENT (NOI) FOR BENEFITS – Separating Employees

Employee Name: _____ Date: _____

Empl. ID: _____ Last day of work with the City will be: _____

Would you like your COBRA/Retiree packet sent via email in addition to being sent regular mail:

Yes No If Yes, provide email address: _____

Check the appropriate box for each numbered heading and return this form to the Employee Resource Center by email to BenefitsStaff@eugene-or.gov or by fax to 541-650-3031. **Information requested will be sent after your separation has been processed in the system.**

1. [PERS/OPSRP](#)

I will retire under PERS/OPSRP immediately upon leaving employment with the City. I understand I need to contact PERS to apply for my retirement benefits.

I will NOT retire under PERS/OPSRP immediately upon leaving employment with the City.

2. [DEFERRED COMPENSATION](#)

I have a deferred compensation account and understand that I can keep my account in the City's plan when I separate. I realize I should contact Voya for information on deferring final payouts, disbursement options, or financial planning advice.

Not applicable since I do not have a deferred compensation account.

3. [CITY PAID LIFE INSURANCE](#)

I want information from Standard Insurance Company on converting my City paid group life insurance policy to an individual policy.

I do not want information on how to convert my group life insurance coverage to an individual policy.

4. [PORTABLE TERM SUPPLEMENTAL LIFE INSURANCE](#)

I want information on continuing my Portable Life coverage through VOYA/ReliaStar by paying the premiums directly to the carrier.

I do not want continuing information on my Portable Life coverage/not applicable since I do not have coverage.

5. [FLEXIBLE SPENDING MEDICAL ACCOUNT \(FSA\)](#)

I have a medical FSA and understand that I will continue to participate in the FSA program for the remainder of the calendar year by having the balance of my election deducted from my final check.

Not applicable since I do not have a medical FSA.

6. [EMPLOYEE ASSISTANCE PROGRAM \(EAP\)](#)

I want information on continuing access to my EAP by paying monthly premiums to the City.

I do not want to continue access to my EAP.