

Retiree Medical Savings Account

Non-Grandfathered Employees

Effective January 1, 2012, Boston College implemented a new type of retiree medical program, a Retiree Medical Savings Account (RMSA.) This new plan will apply to full-time Boston College employees who were hired on or after January 1, 2006. It will also apply to full-time employees who were already employed on January 1, 2006, but whose age plus service on that date totaled less than

Medicare Program

Medicare is a government program that provides medical coverage to qualified people, 65 years of age or older. Medicare now has three parts. Part A is Hospital Insurance; Part B is Supplementary Medical Insurance; and Part D is Prescription Drug Coverage. Part A pays some of the costs of hospitalization and limited nursing-home care. Part B primarily covers fees, most outpatient hospital services, and certain related services. Parts A and B also cover many home health services. Part D pays some prescription costs.

Part A is free for eligible participants.

You pay a **Part B** premium each month. Most people will pay the standard premium amount. However, if your modified adjusted gross income as reported on your IRS tax return from 2 years prior to your Medicare Part B enrollment date is above a certain amount, you may pay more.

The 2024 Medicare Part B Rates are as follows if your Yearly Income in 2022 was:

| Individual Return | Joint Return | You Pay Each Month for Medicare Part B |
|---------------------------------------|---------------------------------------|---|
| \$103,000 or less | \$206,000 or less | \$174.70 |
| above \$103,000 up to \$129,000 | above \$206,000 up to \$258,000 | \$244.60 |
| above \$129,000 up to \$161,000 | above \$258,000 up to \$322,000 | \$349.40 |
| above \$161,000 up to \$193,000 | above \$322,000 up to \$386,000 | \$454.20 |
| above \$193,000 & less than \$500,000 | above \$386,000 & less than \$750,000 | \$559.00 |
| \$500,000 & above | \$750,000 & above | \$594.00 |

Part D (prescription program) needs to be purchased from a private insurance vendor. Programs and costs vary by vendor. As is the case with the Part B premium, if your modified adjusted gross income, as reported on your IRS tax return from 2 years prior to your Medicare Part B enrollment date, is above a certain level amount, Social Security may also charge you an *additional amount* due to the Part D prescription component in your plan. Social Security will notify you if this is the case (please see above for the relevant income amounts).

Part A has a deductible of \$1,632 for each benefit period in 2024 and, once the deductible is met, generally pays 80% to 100% for covered services, leaving a patient co-payment of up to 20%. Part B has a \$240.00 deductible in 2024 and then pays 80% for covered services.

If at retirement (age 65 or older) you were only enrolled in Medicare A and B, you would not have the same level of comprehensive insurance that you enjoyed as an active employee at Boston College. In order to have more comprehensive insurance coverage at retirement, a person needs a Medicare supplement insurance policy. These types of policies generally cover one or more of the applicable deductibles, as well as the 20% co-insurance costs, and they often have a comprehensive prescription benefit. While Medicare now offers prescription coverage, it is limited.

More detailed information about the Medicare

You will be responsible for paying the employee rate (see below) for your coverage each month. You cannot enroll in a Medicare supplement plan, because you are not yet eligible for Medicare. When you reach age 65, your active employee coverage will end, and you will have the option to enroll in a Medicare supplement plan offered by Boston College (at 100% of the monthly premium cost) or in another offered through the marketplace.

Employee Cost, Effective January 1, 2024 through December 31, 2024

| | Individual | Family |
|----------------------------|-------------------|-----------------|
| Harvard Pilgrim HMO | \$185.76 | \$504.68 |
| Harvard Pilgrim PPO | \$262.76 | \$713.44 |

| | |
|-----------------------------|------------------------|
| Medical Benefits for | prior to age 65 |
|-----------------------------|------------------------|

At retirement a spouse, who is under age 65, but at least age 55, will be eligible for up to 3 years of medical coverage with University contributions (the coverage is limited only to the active group coverage and only available up to the month of th birthday) membership, and they will pay the normal family deduction rate for up to 3 years, or until either party turns 65. At that point the under-65 party will switch to an individual membership and the over-65 party will enroll in a Medicare supplement plan of his or her choosing (there is no option for active plan coverage over age 65). If the retiree is over 65 at retirement, or turns 65 during the initial 3-year period, the spouse will pay 50% of an individual premium until the end of the 3-year period or until the spouse turns 65, if earlier.

After 3 years, the spouse will be eligible for coverage to age 65 by paying 100% of the individual premium of 2023 for the remainder of the year.

Non-group dental coverage is also available through Delta Dental when the COBRA period ends. You should contact Delta Dental directly for details (1-800-872-0500). Dental coverage may also be available through the Massachusetts Health Connector at www.mahealthconnector.org. COBRA *Delta Premier* dental rates are as follows:

January 1, 2024 through December 31, 2024

| | Employee Cost (1st Month) | Full COBRA Cost |
|----------------------|------------------------------|-----------------|
| Individual | \$15.76 | \$39.37 |
| Individual (2 plans) | \$31.52 | \$78.74 |

After your termination / retirement action is processed through payroll, you will receive from The Standard Insurance Company instructions about contacting them at 1-800-378-4668 to discuss the portability and conversion options.

*(The portability option is not available if you are disabled at the time of retirement.)

Financial Planning Subsidy

Prior to retirement, Boston College provides a partial subsidy for certain financial planning services. The primary purpose of this policy is to encourage staff to seek professional assistance with retirement and estate planning decisions. Full-time staff members age thirty and over, with at least one year of full-time service at Boston College, are eligible to participate in this program. The University will subsidize eighty percent of the cost of eligible financial planning services, up to a maximum contribution of \$650 per person. If you have not utilized this benefit, or if you have and it has been at least five years since your reimbursement, you may be eligible for the full or a reduced benefit. ***However, the services must have been provided and the benefit must be paid-out prior to your retirement date.***

To be eligible for the subsidy, you must utilize recognized professionals in the financial planning field, including but not limited to Certified Financial Planners, Chartered Financial Consultants, Certified Public Accountants, and attorneys specializing in financial and/or estate planning.

In order to participate, you must complete, in advance, a Financial Planning Subsidy request form, indicating the person or persons whose services are to be used, and furnishing appropriate

Parking

If interested, you should call the Transportation and Parking Office at 617-552-0151 to discuss parking options after retirement. Options may include _____ directly through the Transportation Office, or paying as a visitor in the garages.

Maintaining Your E-Mail Address

If you are a faculty or staff member and would like to keep your e-mail address, please contact Jim McGrath or Anabelle Murphy in the Benefits Office (2-3329) at the time of your retirement.

Mailing Checks / On-line Payments