



TOWN OF NEEDHAM

MEMORANDUM

TO: "Early Retirees" and Non-Medicare eligible retirees
FROM: Human Resources Department, Town Hall
DATE: April 2019
RE: Health Insurance Open Enrollment for FY 2020

Please disregard this message if you and your spouse are enrolled in Medicare. This message is for retirees and/or their spouses eligible for Non-Medicare health insurance through the Town.

The Town's annual health insurance open enrollment period for retirees on non-Medicare plans (also known as "early retiree" plans), will be:

Open now through May 10, 2019 at 12:00pm

During this period, retirees, their spouses or surviving spouses who are under 65 or are not Medicare eligible may select a Town-sponsored health insurance plan, or switch from one plan to another, for coverage effective July 1, 2019. See reverse side of this page for FY2020 Rates.

If you are happy with your current coverage and don't need to make any changes, you do not need to contact the Town. Your current coverage will automatically carry over into Fiscal Year 2020 (coverage from July 1, 2019 to June 30, 2020).

Health Plan offerings for Non-Medicare Retirees and Spouses:

1. Benchmark plans – these plans contain deductibles of \$300 for Individual Plans and \$900 for Family Plans, and co-pays may be assessed after the deductible is reached.
2. Qualified High Deductible Health Plans (QHDHP) – these plans contain deductibles of \$2,000 for Individual and \$4,000 for Family Plans. Under IRS regulations, this plan qualifies subscribers to also enroll in a Health Savings Account (HSA). However, **PLEASE NOTE** that IRS regulations prohibit employers from making contributions to an HSA for retirees, **so this option should be considered very carefully by retirees.**

For more information on the plan designs, please see the health plan comparison charts available online at www.needhamma.gov/HR, or during the benefits fairs on April 23, 2019, or by contacting the Town Human Resources Department at 781-455-7500 x235.

As always, please consider all plan features which may be important to you and consult with any health care providers to see if they accept the plan, before making decisions.

Open Enrollment Benefits Fair

Tuesday, April 23, 2019 – 1:00pm to 4:00pm
Rosemary Recreation Complex, 178 Rosemary Street, Needham, MA

Turning 65 soon?

Come to the Fair and speak with a SHINE Counselor to learn about Medicare!

If you are unable to attend the session and would like further information and/or enrollment forms, please contact the Human Resources Department @ 781-455-7500 x235 during our office hours: Tues, Weds, Thurs, 1-4:30pm. **Please call before stopping by** the office to ensure that someone is available to assist you.