

Retirees are eligible to take benefits into retirement based on the guidelines listed below.

Eligibility Enrollment Requirements:

When the employee is ready to retire, they will meet with the Williamson County Benefits department to make elections for retirement benefits.

- Retirees must be drawing TCDRS retiree payments upon retirement to carry retiree benefits
- Retirees must have 8 years' consecutive service with Williamson County
- Retirees can only elect the medical and/or dental benefits as currently enrolled as an active employee
- Retirees are only eligible to elect medical and/or dental to carry into retirement
- *Retirees cannot carry Williamson County benefits into retirement if they are covered under Medicare Part B with the exception of Medical transplant covered members. These members would only be covered until they are dropped from transplant program.
- Retirees are required to complete open enrollment annually, provided the Retiree meets the eligibility requirements to be covered
- Retirees can continue to cover any dependents that are on the plan at the time of retirement but are not able to add any new dependents after the initial retirement election period
- Employees who are eligible to carry benefits into retirement but waive benefits upon retirement are not eligible to enroll in the future
- Retirees can drop dependents if they gain other coverage but are not able to add the dependent back to coverage once they have been dropped
- Retirees and spouses are subject to the annual wellness actions if they are covered under Williamson County's medical plan
- Retirees who were covered under retiree benefits and return to FT employment with Williamson County will not lose vested time. If the employee retires again they would not be subject to the 8 year waiting period and would return to the benefit rate table for years of service at which they retired.

Commented [SL1]: Review with Stan and Benefit Committee

Retiree Benefit Premium Payment:

- Retirees upon initial enrollment are required to bring two checks with them at the time of their retirement election appointment with the Benefits Team
- Retirees must have an active bank account for Benefit Premiums that are ACH'd at the first of each month

Terminating Retiree Coverage:

- Retiree will age out of the plan at the end of the month before they turn 65, if the retiree has covered dependents the coverage will be dropped, and the dependents may elect to continue coverage through COBRA coverage
- Retirees can drop coverage with Williamson County should they gain coverage outside of Williamsons County's plan. **See above regarding Medicare Coverage Part B*
- If you currently carry additional voluntary term life (VTL) insurance, you can contact Symetra to speak to them about porting your policy into an individual policy.

Other Retiree Coverage:

- Basic group life is provided to retirees only who carry medical into retirement. Spouse basic group life and dependent basic group life are not provided.