MEDIGAP
A Medigap policy is health insurance sold by private insurance companies to fill the “gaps” in Original Medicare Plan coverage. Medigap policies help pay some of the health care costs that the Original Medicare Plan doesn’t cover. If you are in the Original Medicare Plan and have a Medigap policy, then Medicare and your Medigap policy will pay both their shares of covered health care costs.

When you enroll in Medicare Part B at or after age 65, you trigger a one-time “Medigap open enrollment period.” If you delay Part B enrollment until your employer-provider group health plan coverage is about to stop, you will be able to use your open enrollment period to your best advantage. During open enrollment, you may purchase any Medigap plan from any company you choose. Please contact your Medigap provider to discuss specifics of the open enrollment period.

We highly recommend that you read this booklet provided by Medicare: “Choosing a Medigap Policy Guide”

If you do not have access to a computer, we will be happy to print the guide for you.

Mercer recommends AARP. Their contact # is 888.687.2277

Mercer University
Benefits & Payroll
1501 Mercer University Dr.
Macon, GA 31207

(478) 301-2699

Walking Address: 857 Orange Terrace
HELPFUL RESOURCES

AFLAC - 1.800.992.3522    www.aflac.com
You may continue your AFLAC policy directly through them.

Core Administrative Services- 478.741.3521 or 1.888.741.2673

MEDICARE- 1.800.633.4227   www.medicare.gov
Most people age 65 or older who are citizens or permanent residents of the United States are eligible for Medicare Part A (Hospital Insurance) without paying a monthly premium. Most sign up for Medicare Part A even if they are covered under a group health plan.

If at age 65, you chose not to enroll in Medicare Part B (Medical Insurance) because you were covered under a group health plan, you should not be penalized the 10 percent premium surcharge once you do actually retire and apply for these benefits.

The Medicare Part B rules allow you to:
• enroll in Medicare Part B any time while you are covered under a group health plan; or
• enroll in Medicare Part B during the eight-month period that begins with the month your (employer sponsored) group health coverage ends.

Please check with Medicare regarding your enrollment period and effective date of coverage.

You may also want to enroll in Medicare Part D. (Prescription Coverage). Enrollees will not be penalized for signing up late if they have been covered through a group health plan. If you are asked to present Medicare with a letter confirming your Mercer coverage, please contact Gina Hall, Mercer’s Benefits Coordinator, at (478)301-2787. She will provide this letter for you.
BEARCARD  Retirees who want to access Mercer facilities may pick up an application for a Bearcard at the Human Resources Office.

CAMPUS FACILITIES  Retiree Bearcards entitle the holder to access the Library, University Center Food Court and attend Athletic Events at no costs. Fitness Center Membership, which can be purchased at $144.00 per year for retirees, also relies on the Bearcard for authorized entry into the facility. *(Retired Professors who obtain Professor Emeritus status may join the UC Fitness Center at no costs)*

EDUCATIONAL BENEFITS  *(Dependent Tuition Waivers)* Following the formal retirement of an eligible Faculty or Staff Member as defined on page 2: If the employee, spouse, or dependent child is attending Mercer at the time of the formal retirement from the University, such student will be permitted to continue receiving the same Tuition Waiver benefits to complete the semester being pursued at the time of the formal retirement.
Who Is Considered a Retiree?

RETIREE DEFINED
A retiree of Mercer University is an employee who decides to separate from the University for the purposes of discontinuing full-time employment and meets both these conditions: 1) has at least 5 years of continuous full-time service with Mercer University and 2) their years of service with Mercer combined with their age equals 70 or more. An employee who leaves the University for any other reason regardless of age would not be considered a “retiree” for purposes of this document.

RETIREMENT DISTRIBUTIONS
Retirees may begin receiving distributions at various levels and intervals throughout the latter years of their career. Please visit this site location for the different options: https://www.tiaa.org/public/tcm/mercer/

If you prefer speaking with a retirement representative please call your respective advisor at TIAA: 1 800 842-2776

For questions regarding a Supplemental Retirement Account (Tax Deferred Annuity), you will need to contact the particular service provider. If you do not have a contact number for your retirement vendor, please call our office and we will be happy to assist you.

HEALTH INSURANCE (Retirement Eligibility & Continuation of Coverage)
Employees who retire from Mercer University may continue coverage under the Mercer Health Plan (through COBRA) for themselves and eligible Dependents covered at the time of retirement until the Retired Employee reaches the age of 65 years. Once the Retired Employee reaches age 65, he or she will be entitled to Medicare benefits and any dependents under the age of 65 covered at that time may elect to continue coverage under the Plan’s COBRA until reaching age 65 or for the maximum allowed COBRA coverage period (whichever comes first). Participation in COBRA is never an option for those who have attained the age of 65.

All premium costs for Retiree Coverage - for both the Employee and any Covered Dependents - is fully paid by the Employee. Premiums will equal the current COBRA rates for coverage.

Dependents carried under Employee Retiree Coverage are subject to the same terms of eligibility as those Dependents of Active Employees. Should a Dependent attain age 65 years before the Retired Employee, such Dependent will be entitled to Medicare benefits and will, therefore, no longer be eligible for coverage under this Retiree provision.

For Purposes of this Section, an Employee is eligible for Retiree Coverage if he/she has attained at least 55 years of age, meets the retiree definition explained earlier and does not later become employed with another employer through which the employee would have the benefits of health insurance coverage. In the event this happens, retiree health benefits end along with any future eligibility for participation.

QUESTIONS (478) 301-2787