

To: Montgomery College Retirees

From: Suzanne Redding, Human Resources Manager
Office of Human Resources and Strategic Talent Management (HRSTM)

Subject: **2024 Health, Dental, and Life Group Insurance Plan Changes and Rates**

Date: December 6, 2023

The purpose of this correspondence is to notify you of the insurance rates for the 2024 plan year. Although retirees do not have an Open Enrollment each year, all retiree benefits insurance plans may have plan design and/or rate changes from year to year.

Retirees cannot change their elections, however, exceptions to this rule include moving out of the service area if you are currently enrolled in the Kaiser Permanente HMO, or when you (not your spouse) reach age 65 if you are currently enrolled in the Cigna POS. Please note that if you, your spouse, or a covered disabled child are becoming eligible for Medicare, you/they MUST enroll in Medicare Part B and notify us of the Medicare number within two (2) months of being covered. Failure to do so could result in a loss of benefits.

If you are not making any of the allowed/required changes, then no action is required. Your current coverage will automatically continue. The following plan design changes and rate adjustments will be effective January 1, 2024:

CIGNA PPO

- ✓ No plan design changes
- ✓ Rate decreasing by 5% for Non-Medicare participants and Medicare participants

CIGNA POS

- ✓ No plan design changes
- ✓ No rate changes

Kaiser Permanente HMO

- ✓ No plan design changes
- ✓ Rates increasing by 11% for Non-Medicare participants and 5.7% for Medicare participants

Dental PPO

- ✓ No plan design changes
- ✓ No rate changes

DentalCare (DEPO)

- ✓ No plan design changes
- ✓ No rate changes

Life Insurance

- ✓ No plan design changes
- ✓ No rate changes

The monthly retiree insurance rates effective January 1, 2024 have been shared via Montgomery College email and mailed to your home address. **Invoices for those paying by check or credit or debit card for January 2024 will be processed by the end of this month; please make sure you update your payment amounts accordingly.** The rate structure continues to allow for the coverage of a retiree, legal spouse, and eligible dependent children.

Retiree Billing Reminders and Updates

Please be advised that due to the administrative burden of mailing statements and processing personal checks, **we will be eliminating the option of paying by check as of March 31, 2024.** In the meantime, if you wish to continue to pay by check until we officially transition to electronic payments only, we will no longer provide postage-paid return envelopes for those check payments.

If you are a retiree receiving a pension benefit from the Maryland State Retirement Agency, you can elect to have your insurance payments automatically deducted from your monthly retirement benefit.

You also have the option to pay your insurance premiums by credit/debit card by accessing the online payment website at <https://info.montgomerycollege.edu/offices/human-resources/index.html>. Scroll to the bottom of the page and click the **GREEN "PAY MY HEALTH INSURANCE" button**. We strongly advise all retirees not currently paying electronically to select one of these options now. Please contact the HRSTM Help Desk (see below) if you wish to make changes to your payment method.

Contact Information for Questions and Changes

If you need to make changes to your beneficiaries, your personal contact information (e.g., home address, phone number, personal email address), or if you elect to cancel any of your coverage, **please contact the HRSTM Help Desk by calling (240) 567-5353 or emailing HRSTM@montgomerycollege.edu**. In an effort to centralize general questions and requests for assistance, we are directing all active and retired employees to contact the HRSTM Help Desk first. If you require assistance that they cannot provide, they will gladly connect you with a member of the Benefits and/or HR Finance Teams.

We thank you in advance for your patience and understanding as we work to improve our business processes. We are also including a list of FAQs we hope you find helpful.

Have a wonderful and safe holiday season!



Retiree Payments FAQs

What is the reason for the change in the payment options?

The HRSTM team would like to optimize the current system in place by streamlining payments. This change will bring an enhanced experience by minimizing errors and making our business processes more efficient.

What options do I have to make an automatic payment?

You can pay by credit or debit card, or as a deduction from your Maryland State Retirement Pension (MSRP) account, if applicable.

Are there any other payment options other than using the online retiree payment process on the HRSTM website?

You can call us and make a payment over the phone through your credit or debit card. Please contact us by emailing RetireeBenefitsandPayments@montgomerycollege.edu or by calling the HR Help Desk at (240)-567-5353.

How long can I extend my payments out?

You are allowed a maximum of one year but the payment extension must be only for the calendar year.

How can I switch my payment over to deductions through my MSRP account?

Please contact us either by emailing RetireeBenefitsandPayments@montgomerycollege.edu or by calling the HR Help Desk at (240)-567-5353.