Incentivized Retiree

Updated June 2021

Employee Participants – Incentivized Retiree – See more information in SPD

At the option of the member, employees who are participants in a retirement incentive program provided through the member, and who are between 62 and 65 years of age with a minimum of 5 consecutive years of employment service, may be eligible for coverage; in such case, Incentivized Retirees are considered Employees under the Plan. Incentivized Retirees' eligibility for coverage would be limited to coverage starting as early as the month in which they become 62 years of age and ending at the end of the month in which they become 65 years of age.

- At the option of the member (employer)
- Employees between 62 and 65 years of age
- Employees with 5 consecutive years of employment
- Allows coverage to employees who could retire early but the COBRA timeframe does not allow a sufficient length of coverage prior to Medicare eligibility.
- Employees who are placed in this status will be treated the same as an active full-time employee.
- No longer eligible for the Accidental Death and Dismemberment (AD&D) coverage.
- Able to remain on the Group Term Life at the minimum required amount of $10,000.
- At this time, all rates for all coverages will be the same as active full-time employees.

Things to submit to CHP - When moving to Incentivized Retiree status

Incentivized Retiree Affidavit – See Appendix 5

1. Have employee complete an Incentivized Retiree Affidavit within 31 days of retirement.
2. Make a copy for your records and forward the original to CHP.

Things to submit to CHP - When employee is no longer eligible

1. Enrollment Application/Change Form

a. If employee **is available**, have employee complete the Coverage Continuation Notice making sure all information is complete and that they have signed and dated this form.
b. If their coverage is terming due to their age and eligible for Medicare your Benefits Administrator will term their coverage, send the COBRA Election Notice to them and notify you of this change which will affect your monthly billing.

Things to Give to Employee

1. **Life Conversion Notice**
   a. The employee may elect to continue life coverage and the employee's spouse may elect to continue supplemental life coverage, if applicable. Complete the top section of the Life Conversion Notice and give it to the employee.
      i. **It is the responsibility of the participant to complete and mail the Life Conversion Notice to Anthem Life.**