

# Benefit Continuation for New Retirees



To continue benefits into retirement you will need to complete a Fairfax County Government New Retiree Benefits Form. This form can be found included with this document and must be submitted to the Benefits Division prior to your retirement date. Documentation can be accepted in person, by email as a picture or scanned attachment, or via fax at (703) 802-8795. For additional details on submissions, contact the Benefits Division through HR Central at [HRCentral@fairfaxcounty.gov](mailto:HRCentral@fairfaxcounty.gov) or (703) 324-3311

Additional information on the benefits available to retirees can be found on the Benefits Page on FairfaxNet or on Fairfax County Government's public site at: <https://www.fairfaxcounty.gov/hr/departments-human-resources-retiree-benefits>. Please review all plan options thoroughly.

All questions regarding medical, vision, dental, or life insurance should be directed to the Benefits Division through HR Central. The Benefits Division team is available to assist with any questions and can be reached Monday - Friday from 8:00 a.m. - 4:30 p.m. Appointments are encouraged.

Employees retiring after age 65, or with covered dependents over age 65, will need to have a CMS L564 Form completed by the Benefits Division to avoid being charged a late enrollment penalty by Medicare. These participants will be eligible for Medicare's Special Enrollment Period and will need verification of enrollment in an active medical plan prior to applying for Parts A and B. It is recommended that participants apply for Medicare at the earliest opportunity, 90 days before their eligible birth month or qualified disability date or retirement date, to ensure your coverage is in effect on time. Failure to do this will result in the permanent loss of insurance coverage.

Medicare-eligible retirees and dependents, whether due to age or disability, are required to submit a proof of enrollment in both Medicare Parts A and B prior to their last day of enrollment in an active medical plan. If proof is not submitted in a timely manner, medical plan enrollment will be terminated with no future opportunity to re-enroll.

***The Centers for Medicare Services (CMS) does not permit retroactive enrollment under any circumstance. This regulation is strictly adhered to and no exceptions are granted. Requests and documentation received past the first of the month will leave you without coverage.***

To request a form, please contact the Benefits Division by:

- Email: [HRCentral@fairfaxcounty.gov](mailto:HRCentral@fairfaxcounty.gov)
- Phone: 703-324-3311

## How To Learn More?

This is only a highlight of the important details for you to consider as you transition to retirement. This document does not detail all possible benefit options and the potential impact of your status change. Please use the resources available to you including the Benefits Page on FairfaxNet, the Retiree Benefits Page on the public website, and training sessions offered by the Department of Human Resources and the Retirement Systems.

# Additional Details to Consider



## Deferred Compensation

### *Special Catch-up*

You may be eligible to increase your annual deferred contribution amount to double the regular limit for up to three consecutive calendar years if you have not contributed the maximum allowable amounts each year you were eligible to participate in the plan. For questions regarding the Special Catch-up, contact the dedicated T. Rowe Price Help Desk at [Fairfax457@troweprice.com](mailto:Fairfax457@troweprice.com).

### *Leave Payout*

Plan rules allow you to defer money from your Leave Payout into the Deferred Compensation Plan. All or part of this payout can be contributed.

A few things you should know:

- Leave Payout deferral is optional and requires action on your part.
- Your leave payout includes annual and compensatory leave.
- The combined total of your year-to-date contributions, plus the amount of leave payout you defer cannot exceed the annual IRS contribution limits.
- Complete the required 457 Leave Payout Form (can be found on the Benefits Page on FairfaxNet) and submit to the Benefits Division 45 days before your retirement date.
- Funds can only be deferred into accounts open a minimum of 60 days prior to exit from active employment.
- All payouts are subject to tax withholding.
- For questions contact the dedicated T. Rowe Price Help Desk at [Fairfax457@troweprice.com](mailto:Fairfax457@troweprice.com).

## Flexible Spending Accounts (FSAs)

### *Healthcare and Limited Purpose FSAs*

If you are participating in the Healthcare Flexible Spending Account (FSA) at the time of your retirement, you may have the option of continuing this coverage under COBRA. Details on continuation of benefits under the Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) can be found on the [Benefits Page](#) on FairfaxNet.

- Participants, who are enrolled in a Healthcare Flexible Spending Account and terminate employment mid-year, will have access to their full fund balance if:
  - *Services were performed prior to the date of their termination, or*
  - *They elected to continue funding account through COBRA to cover services after their date of termination.*
- If you elect to enroll in a Healthcare Flexible Spending Account through COBRA, contributions will be post-tax and include an additional 2% admin fee. There is no tax-advantage to contributing to a FSA through COBRA.

## Flexible Spending Accounts (FSAs) Continued

- COBRA participants who elect to contribute to an FSA will continue to have access to their online TASC account. Current MyCash Debit Cards will provide access to any funds in your MyCash account only. NOTE: The debit card cannot be used at the point-of-service or to access funds.
- FSA enrollment is only available for COBRA participants until the end of the plan year in which the qualifying event occurs and is not available for Dependent Care Accounts.

### *Dependent Care FSAs*

Retired employees will have access to the accrued amount in their Dependent Care Flexible Spending Account (FSA). For reimbursement, dates of service must be on or before the last day of the month in which you retire. Reimbursement requests must be submitted before the plan's run-out period expires.

## Cigna MyChoice CDHP and Health Savings Accounts

### *MyChoice CDHP*

- Retirees or their covered dependents who are Medicare eligible cannot participate in this plan.

### *Health Savings Accounts (HSAs)*

- Your Health Savings Account is a private bank account that you can continue to maintain into retirement. You may continue to use accrued funds for qualified expenses regardless of plan enrollment.
- You must be enrolled in a qualifying medical plan to make contributions to a Health Savings Account. If you choose maintain enrollment in the MyChoice Plan along with a non-qualified medical plan outside of Fairfax County Government (i.e. coverage under a spouse's employer or a new employer) you are NOT eligible to contribute to a Health Savings Account.
- IRS maximum contribution limits may be pro-rated based on the number of months enrolled in a qualified plan. Changing tiers or terminating enrollment in a qualified High Deductible Health Plan mid-year, impacts the amount you can contribute annually. It is always the employee's responsibility to ensure they do not violate IRS regulation and exceed the allowable contribution limit.
- Fairfax County Government does not contribute to retiree HSAs. Retiree contributions to HSAs must be made directly to HSA Bank and cannot be processed through Fairfax County Government payroll or the Retirement Systems pension for retirees.
- Additional information is available on the [Health Savings Account Page](#) on FairfaxNet. Resources include [HSAs and Medicare](#) and [Retirement: What Happens to my Health Savings Account](#).
- For questions on eligibility, account management, and applicable penalties, please consult your tax advisor or contact HSA Bank at (800) 357-6246.

## More Online Resources

- [Retiree Know Who To Call](#)
- [What Happens to My Benefits - Retiring](#)
- [Benefits Page](#) on FairfaxNet
- [Benefits For Retirees Page](#) on FairfaxNet
- [Retiree Benefits Page](#) on the public website
- [Becoming Medicare Eligible](#)
- [Retirement Systems](#)
- [Medicare.gov](#)