

# **What Happens to my Benefits?**

## *Retirement from Active Employment*

### **Medical/Vision and Dental**

Active coverage will remain in effect until the last day of the month in which you separate. Retirees eligible to continue benefits at the time of your retirement must complete a New Retiree Benefits Enrollment Form and submit it to the Benefits Division in the Department of Human Resources. The form must be completed even if you do not intend to continue enrollment. **This information is needed for your retiree record.** Continuation in the Kaiser plan with Medicare requires an additional form to be completed and submitted to Kaiser.

Premiums will continue to be deducted from any pay you receive while you are actively covered. You, and/or your dependents may have the option of continuing this coverage under COBRA.

If you, or your dependents, are Medicare eligible, Fairfax County Government requires enrollment in Medicare Parts A and B at earliest eligibility to maintain coverage under our retiree medical plans. To ensure you, or your eligible family members do not lose coverage, review the information available on the [Benefits Page](#) on FairfaxNet or contact the Benefits Division in the Department of Human Resources.

Additional resources and contact information below.

### **Group Term, Optional and Dependent Life Insurance**

Life Insurance coverage will end on the last day of the month in which you retire. If eligible to continue benefits at the time of your retirement, new retirees must complete a Retiree Benefits Enrollment Form and submit it to the Benefits Division in the Department of Human Resources.

Note: Coverage reduces to 65% of the original face value when turning 65 or upon retirement, whichever comes first. Coverage reduces again at designated age milestones. For additional information or options on converting this policy, contact our dedicated Standard rep, Lonna Owens, at [Lonna.Owens@standard.com](mailto:Lonna.Owens@standard.com) or (703) 324-3351.

### **Long Term Disability**

Long Term Disability coverage will end on the last day of the month in which you retire.

### **Flexible Spending Accounts (FSAs)- Healthcare and Limited Purpose**

Retirees are not eligible to enroll in FSAs. If you are contributing to a FSA at the time of your retirement, you will have access to the full amount elected for reimbursement of claims for dates of service on, or before, the last day of the month in which you separate.

Your current FSA debit card will be deactivated for the purpose of accessing remaining FSA funds on your last day of active employment. Claims must be submitted using the online portal or mobile app. Reimbursement requests must be submitted before the plan's run-out period expires.

Via COBRA, retirees may elect to continue contributing to an FSA until the end of the tax year in which you leave active employment only. Contributions made to the account post-separation will be post-tax and include an additional fee.

### **Flexible Spending Accounts (FSAs) - Dependent Care**

Retirees are not eligible to enroll in FSAs. Retired employees will have access to the accrued amount in their Dependent Care FSA. For reimbursement, dates of service must be on or before the last day of the month in which you separate. Reimbursement requests must be submitted before the plan's run-out period expires.

## **Health Savings Accounts (HSA)**

A HSA is a private bank account in the employee's name and the funds are 100% vested. After retirement, the funds in your HSA are yours to keep. Accrued funds can be continued to be used for qualified healthcare expenses for you, your spouse, and your eligible tax dependents until they are depleted. An HSA is portable and offers transfer/rollover options.

After your separation from active employment, your account will be transitioned to an unaffiliated individual account or "free agent" account. Your account number and personal information will remain the same, however, your current debit card(s) will automatically expire. A new debit card associated with your "free agent" account will be issued.

HSA Bank will contact you by mail with additional information and detail any associated fees you may experience going forward. Please note that an account with \$.01 or less will be closed.

## **Employee Assistance Program (EAP)**

Access to coverage under the EAP ends the last day of your employment with Fairfax County Government.

## **Leave**

You may receive a final leave pay out per the usual biweekly pay schedule. The payment for your unused leave balances will be received on the payday following receipt of your final pay. You will not be paid for unused sick leave. Questions concerning your final pay, leave payout or outstanding amount owed may be directed to your Agency payroll contact or DHR-Payroll through HR Central at [HRCentral@fairfaxcounty.gov](mailto:HRCentral@fairfaxcounty.gov) or (703) 324-3311.

## **Deferred Compensation or 457(b) Plan managed by T. Rowe Price**

This plan allows distributions, at any age, of all salary deferral contributions accumulated, and it does not have a 10% penalty tax on distributions received prior to age 59-½. However, you will be required to pay federal and state income tax (if appropriate) on all distributions. Roth and rollover contributions held in the plan may be subject to the 10% penalty if you are withdrawing while under the age of 59-½. You have several distribution options to choose from (e.g., lump sum, partial lump sum, and scheduled installment payments). You also have the option of rolling your money over to another plan (e.g., 401k, 403b, or 457), if the receiving plan permits the rollover. Note, a participant who is receiving a IRS Required Minimum Distribution (after reaching age 70-½), will not be able to roll his or her funds into another plan.

For additional details and options, contact the T. Rowe Price Help Desk at [Fairfax457@troweprice.com](mailto:Fairfax457@troweprice.com).

## **Defined Benefit/Pension Plan managed by the Retirement Systems**

For information concerning this benefit, contact the Retirement Systems at (703) 279-8200.

## **Continuation of Benefits as a Retiree**

Some new retirees are eligible to continue medical, vision, dental and life insurance benefits. To view your current benefits, check your Participation Overview under My Benefits on FOCUS Employee Self Service (ESS) prior to retirement.

Continuation of benefits is not automatic. To continue benefits or permanently cancel coverage, a completed New Retiree Benefits Enrollment Form must be submitted to the Benefits Division. If you or your dependents are not Medicare eligible, your form can be submitted 30 days prior to your retirement date. If you or your dependents are Medicare eligible, you must submit your enrollment form 90-days prior to retirement. Medicare enrollment is required to continue coverage beyond your earliest eligibility. Proof of enrollment must be submitted to the Benefits Division or coverage will be cancelled. If coverage is cancelled for any reason as a retiree, no re-election is permitted.

## **Continuation of Benefits under COBRA**

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) requires the county to offer employees and their families the opportunity to continue current health and dental insurance enrollments where coverage would otherwise end, including at the time of retirement.

Once your retirement has been processed by your Agency, a COBRA Notice will be generated and mailed to your address of record. Anyone electing to continue coverage under COBRA for the allowable term must complete the enrollment portion of the notice and return it to the Benefits Division in the Department of Human Resources. Additional enrollment details are provided in the notice; review them carefully.


If you have questions or concerns about coverage continuation under COBRA, contact the Benefits Division in the Department of Human Resources.

Employees who have completed the process to continue benefit enrollment as a retiree do not need to enroll/continue coverage under COBRA. Any eligible dependents who were covered at the time of retirement and are not continuing to be covered as a retiree may elect to continue coverage under COBRA.

## **Additional Information**

- Benefit deductions and plan contributions will continue for all covered periods when time is paid. If your final paycheck, or your leave payout, covers a period when your benefits were in effect, deductions and contributions will be taken.
- If an employee separates from Fairfax County Government with an arrear balance, the owed funds will be deducted from any future Fairfax County Government earnings. These deductions will be taken by FOCUS automatically, even if the employee is hired in a new position, with a new agency, at a future date.
- Remember to keep your address up-to-date with the Benefits Division and the Department of Human Resources after your retirement.
- Guidelines for Rehired Annuitants separating from employment differ. For questions regarding benefits as a Rehired Annuitant and/or, contact the Benefits Division in the Department of Human Resources.

## **Additional Resources**

- [Benefits Page](#) on FairfaxNet
- [Benefit Planning for Your Retirement Page](#) on FairfaxNet
- [Becoming Medicare Eligible Page](#) on FairfaxNet
-  [Benefit Planning for Your Retirement: Quick Tips Video](#)
- [Retiree Benefits Page](#) on the public website

This information provided above is only a summary and is not intended to detail all possible transactions. To review available information the impact of separation on your benefits. Visit the [Benefits Page](#) on FairfaxNet or the Retiree Benefits Page on the public website:

<https://www.fairfaxcounty.gov/hr/department-human-resources-retiree-benefits>

If you have additional questions, please contact the Benefits Division in the Department of Human Resources through HR Central at [HRCentral@fairfaxcounty.gov](mailto:HRCentral@fairfaxcounty.gov) or (703) 324-3311.