

**BOSTON COLLEGE**  **BENEFITS OFFICE**

**BENEFIT INFORMATION  
FOR GRANDFATHERED EMPLOYEES  
AT RETIREMENT**

[Note: The following information describes benefit policies, coverages, and costs in effect at the time of printing (January 2025). Boston College reserves the right to change or terminate these benefits at any time.]

**Retirement Planning**

In planning for retirement there are many issues to be considered such as timing, financial, medical, personal,

## **Retiree Medical Plan Eligibility**

### **Grandfathered Employees**

Effective January 1, 2006, a grandfathering formula was developed to determine the actual contribution percent that Boston College employees would pay for retiree medical coverage in the future

retiree (see -65 medical premium to be paid by the on page 6).

As of January 1, 2012, those s who on 1/1/2006 were deemed to be eligible for the medical benefit described in this document.

You pay a **Part B** premium each month. Most people will pay the standard premium amount. However, if your modified adjusted gross income as reported on your IRS tax return from 2 years prior to your Medicare Part B enrollment date is above a certain amount, you may pay more.

**The 2025 Medicare Part B Rates are as follows if your Yearly Income in 2023 was:**

<b>Individual Return</b>	<b>Joint Return</b>	<b>Married &amp; File Separate Return</b>	<b>You Pay Each Month for Medicare Part B</b>
\$106,000 or less	\$212,000 or less	\$106,000 or less	\$185.00
above \$106,000 up to \$133,000	above \$212,000 up to \$266,000	not applicable	\$259.00
above \$133,000 up to \$167,000	above \$266,000 up to \$334,000	not applicable	\$370.00
above \$167,000 up to \$200,000	above \$334,000 up to \$400,000	not applicable	\$480.90
above \$200,000 & less than \$500,000	above \$400,000 & less than \$750,000	above \$106,000 and less than \$394,000	\$591.90
\$500,000 & above	\$750,000 & above	\$394,000 or above	\$628.90

**Part D** (prescription program) needs to be purchased from a private insurance vendor. Programs and costs vary by vendor. Normally, Medicare supplement plans, **retirees do not need to purchase a separate Part D product, because Part D prescription coverage is**

## Medicare Supplement Plans Available to Retirees through Boston College

Before you can be enrolled in a Medicare Supplement Plan you must be enrolled in Medicare Part A and Part B. Most employees over the age of 65 are enrolled in Part A while still working but most are *not* enrolled in Part B. Since it takes Social Security approximately 4 to 6 weeks to process a Part B application, it is imperative that you submit certain forms to Social Security in a timely manner. You can obtain these forms from Social Security, either in person, on-line or via telephone, or request them from the Benefits Office. You will need to submit to Social Security

*Application for Enrollment in Medicare*      *Request for Employment Information.* The Benefits Office will need to complete the *Request for Employment Information*

open enrol

65. Please feel free to call the Benefits Office at 2-3329 for details or questions.

As of January 1, 2025, Boston College offers two Medicare supplement plans to eligible retirees, age 65 or older. Again, in order to participate, **you must be enrolled** in both Parts A and B of the Medicare program.

### **Harvard Pilgrim Medicare Enhance Plan**

Participants may go to any Medicare-approved hospital or any doctor who accepts Medicare anywhere in the United States. Patients are not restricted by any network limitations. With Medicare and this plan, participants have comprehensive coverage and the freedom to choose their providers. Harvard Pilgrim does all the paperwork, and participants pay set co-payments for services and prescriptions. The plan includes a Medicare Part D 3-tier prescription drug plan

*Silver Script* coverage. Please refer to the Harvard Pilgrim Medicare *Enhance* Schedule of Benefits for coverage specifics.

### **Tufts Medicare Preferred HMO**

This is a Medicare Advantage plan provided by Tufts Health Plan with a network of providers including the Harvard Vanguard health centers. Services are not available outside of the network unless approved by a plan provider, and you will need referrals from your primary care physician to utilize specialists. You must also live within a specific service area in Massachusetts. Please see

*Tufts* s summary of benefits for plan coverage specifics.

**Medical Benefits for the Retiree between Age 62 and 65**

If you are an eligible retiree and retire between age 62 and 65, you may remain in a Boston College active employee plan until you reach age 65. You will be responsible for paying the employee rate (see below) for your coverage each month. You cannot enroll in a Medicare supplement plan, because you are not yet eligible for Medicare. When you reach age 65, your active employee coverage will end, and you will have the option to enroll in a Medicare supplement plan available to employees at that time.

**Employee Cost, Effective January 1, 2025 through December 31, 2025**

	<b>Individual</b>	<b>Family</b>
<b>Harvard Pilgrim HMO</b>	<b>\$193.16</b>	<b>\$524.88</b>
<b>Harvard Pilgrim PPO</b>	<b>\$273.28</b>	<b>\$741.96</b>

**prior to age 65**

At retirement a **spouse, who is under age 65, but at least age 55**, will be eligible for up to 3 years of medical coverage with University contributions. If the retiree is also family deduction rate for up to 3 years, or until either party turns 65. At that point the under-65 party will switch to an individual membership and the over-65 party will enroll in one of the retiree medical plans (there is no option for active plan coverage over age 65). If the retiree is over 65 at retirement, or turns 65 during the initial 3-year period, the spouse will pay 50% of an individual premium until the end of the 3-year period or until the spouse turns 65, if earlier.

After 3 years, the spouse will be eligible for coverage to age 65 by paying 100% of the individual premium. At age 65, the spouse will be eligible to enroll in one of the retiree medical plans and will be responsible for paying 50% of the premium.

**spouse who is under age 55** at retirement will be eligible only for the 3 years of coverage with University contributions as outlined above. He/she will not be eligible for post-65 coverage in the Boston College retiree medical plans, nor be eligible for COBRA continuation. The 3 year period of subsidized premiums runs concurrently with the COBRA eligibility period.

If a retiree **is not** married at the time of retirement, any future spouse will not be eligible for coverage under a Boston College group plan.

Effective January 1, 2025 through December 31, 2025

	<u>50% Cost</u>	<u>100% Cost</u>
Harvard Pilgrim HMO	\$482.92	\$965.83
Harvard Pilgrim PPO	\$546.52	\$1,093.04

**Medical Benefits for the Retiree at Age 65**

As an eligible employee, when you retire at age 65 or older, you may choose coverage in either Harvard Pilgrim Medicare *Enhance* plan or the *Tufts Medicare Preferred HMO* plan. You must be enrolled in **Parts A** and **B** of Medicare for the coverage to be in effect, but **you**



The EyeMed Vision premium is 100% paid by the employee. Boston College does not subsidize the EyeMed vision plan. Therefore, the first month of COBRA for the vision plan is not offered at a reduced rate. The full premium applies for all 18 months. The COBRA EyeMed Vision rates are as follows:

**January 1, 2025 through December 31, 2025**

	Full Monthly Premium
Individual	\$ 8.85
Individual (2 plans)	\$17.70
Family	\$22.56

**Life Insurance Benefits at Retirement**

As an employee, you are enrolled in a B





