

HRG Memorandum 16-05



To: KEHP Human Resource Generalists (HRGs)
From: Department of Employee Insurance (DEI)
Re: Qualifying Event for loss of Medicare Coverage
Date: May 26, 2016

Commonwealth of Kentucky
Personnel Cabinet
Department of Employee Insurance
2nd Floor, State Office Building
501 High Street
Frankfort, Kentucky 40601

Website kehpc.ky.gov

Periodically, the Kentucky Retirement System (KRS) identifies Medicare eligible return to work retirees. Per the Medicare Secondary Payer Act, the KRS cannot offer Medicare supplemental coverage to Medicare eligible retirees who are also eligible for their employer's group health plan. KRS sent approximately 200 affected retirees a letter notifying them that their KRS Medicare supplemental plan will terminate on July 31, 2016. This is an ongoing process and will occur throughout the year.

The KEHP will allow these return to work retirees, who are eligible for insurance with their active employer, to enroll and elect coverage. These should be processed as a QE due to loss of other coverage. These members will need to submit a 2016 KEHP Health Insurance Add-Drop Form to their active employer's benefits department along with a copy of the notification letter from KRS. Applications signed and submitted in July will have an August 1st effective date of coverage. Applications signed and submitted in August will have a September 1st effective date.

If an affected return to work retiree does not submit an application and/or documentation within the normal qualifying event timeframe, they must wait to enroll in the active employer's health plan during the next Open Enrollment period. If the KRS Medicare eligible return to work retiree terminates active employment at any time, they should contact the Kentucky Retirement System for guidance on their health insurance eligibility and enrollment.

Return to work retirees that need another copy of their notification letter or have questions about their retiree benefits eligibility can contact KRS at (502) 696-8800 or 1-800-928-4646. If they have questions concerning their Medicare, they can contact CMS or their local Social Security Administration office.

