



Employee
& Retiree
Service Center

Retiring Times

New Directions for MCPS Retirees

SUMMER 2004

VOLUME 2 • NUMBER 1

2004 Retiree Open Season Report

The Montgomery County Public Schools recently concluded the retiree health plan open season for the 2004–2005 plan year. The open enrollment period ended on Friday, May 28, 2004, and included four health fairs over the three-week period where retirees had the opportunity to learn more about the benefit offerings and meet with the vendors. All changes were effective Thursday, July 1, 2004.

Staff were impressed not only by the attendance at the health fairs, but by the quality of questions posed by MCPS retirees and their dependents. One of our objectives is to provide retirees with as much information as possible to enable our retiree population to be informed health care consumers. During each open enrollment, MCPS learns ways to improve future presentations to retirees. Thanks to each of you who participated.

Health Plan Enrollment

This year we began offering UnitedHealthcare (UHC) as a vendor for a variety of health plans offered to retirees, including the Point-of-Service (POS), indemnity coverage for retirees not eligible for Medicare, and Medicare supplement

coverage for Medicare-eligible plan participants. UHC is being offered in addition to CareFirst BlueCross BlueShield (CareFirst) for these plans. We anticipate UHC will offer a wider network, especially for retirees who live outside Montgomery County.

Prescription Plan Enrollment

Last year, we began offering retirees the option to choose between two prescription plans. In 2003, 80 percent of retirees chose prescription Option A (lower co-pays but higher monthly premiums) and 20 percent chose prescription Option B (higher co-pays but lower premiums). During the health plan transfer season, we encouraged retirees to look closely at their selection to ensure they were enrolled in the prescription option that made the most sense for them, and we saw a modest shift from Option A to Option B. Effective July 1, 2004, 78 percent of retirees are enrolled in Option A and 22 percent are enrolled in Option B.

Preparing for Next Year

Effective January 1, 2005, only one CareFirst plan will be available to active MCPS employees. The remaining plan is the CareFirst Blue Choice HMO option. CareFirst will no longer provide Point-of-Service coverage for active employees. This decision was made to control costs. While a decision has not been made with respect to retirees, it is possible that the same change will be made for retirees. If that change occurs, the change would not become effective until July 1, 2005. MCPS, the employee associations, and the MCPS Retirees Association will meet later this year to review the health care plans and make a decision that is in the best interest of both retirees and MCPS. ■

WWII Memorial Facts



The new World War II Memorial in Washington, D.C., honors not only the 16 million who served in the armed forces and the 400,000 soldiers, sailors, and airmen who died in the war, but also the millions who served on the home front. Pavilions mark the Atlantic and Pacific campaigns. There is a wall with 4,000 gold stars, each star honoring 100 people who died in the war. The contributions of the nation's states, territories, and the District of Columbia are noted on 56 pillars around the memorial.

Visit the WWII Memorial Web site at <http://www.wwiimemorial.com> for a virtual tour of the memorial. ■ *source:AP*

DID YOU KNOW?

The post-WWII generation expects to live longer, with more active golden years (each answer is to three separate questions for a total of 100 percent).

- 79% see no serious limits on activity until they are over 70.
- 50% plan to be active and going strong beyond 80.
- 83% expect treatment for the ills of aging to improve (benefiting them directly).

source: Rehabilitation Institute of Chicago

IN THIS ISSUE:

RETIREE OPEN SEASON REPORT

WWII MEMORIAL FACTS

IN MEMORIAM

RELOCATION CHECKLIST

COST-OF-LIVING ADJUSTMENT

RETIREMENT RECEPTION

RETIREE LIFE INSURANCE

Retiring Times

In Memorium - Retirees deceased between July 1, 2003 and June 30, 2004

*It is with great sadness that we share the loss of our fellow MCPS retirees.
Retirees are listed in alphabetical order with their date of passing.*

LAST NAME	FIRST NAME	DATE OF DEATH	LAST NAME	FIRST NAME	DATE OF DEATH	LAST NAME	FIRST NAME	DATE OF DEATH
Albert	Mary	23-Apr-04	Hyman	Evelyn	2-Feb-04	Randolph	Frances	18-Nov-03
Aldous	Gene	13-Feb-04	Isaac	Constantin	16-Nov-03	Ratliff	David	27-Nov-03
Allen	Ruth	18-Mar-04	Jackson	Emma	19-Mar-04	Ray	D.	12-Apr-04
Andrews	Murray	12-Sep-03	Jacobs	Lawrence	27-Feb-04	Richardson	Pearl	26-Jan-04
Anthony	Clifton	16-Dec-03	Jeffers	Blanche	12-Mar-04	Richstone	Jeanette	8-Jun-04
Arnwine	Betty	30-Mar-04	Johnson	Paige	16-Jan-04	Rimmey	George	6-May-04
Austin	William	12-Aug-03	Johnson	Gerald	4-Mar-04	Roberts	Thomas	31-Dec-03
Barker	Helen	4-Jul-03	Johnson	Anna	10-Aug-03	Robertson	Ralph	10-Nov-03
Barton	Suzanne	26-Feb-04	Johnson	George	21-Oct-03	Rose	Margaret	16-Dec-03
Beachley	Barbara	15-May-04	Jones	Conley	26-Mar-04	Rosenberg	Arnold	3-Jul-03
Beck	Beverly	13-Aug-03	Jones	Winsome	26-Sep-03	Rubin	Beatrice	28-Nov-03
Belcher	Sammy	8-Sep-03	Kessel	Erika	20-Mar-04	Sanford	Robert	17-Apr-04
Bennett	Vera	25-Jul-03	Kidwell	Virgil	4-Jan-04	Schauffler	Caroline	27-Mar-04
Bond	Charles	11-Dec-03	Kincaid	William	15-Aug-03	Schneider	C	13-Nov-03
Boor	Wayne	16-Aug-03	Kinder	Emory	19-Jan-04	Shannon	Bernarr	29-Aug-03
Boyd	Frances	9-Dec-03	Kolman	Zelda	6-Jul-03	Sheltra	Josephine	22-May-04
Brackna	Eleanor	19-Jan-04	Koontz	Robert	14-Sep-03	Simons	V.	11-May-04
Bradley	Frank	13-Sep-03	Kuhayda	John	18-Sep-03	Sims	Barbara	19-Nov-03
Broadus	Elizabeth	14-Nov-03	Kulick	Arthur	13-Dec-03	Smith	Yvonne	17-Jul-03
Brock	Zachariah	1-Mar-04	Kyles	Andrea	5-Mar-04	Smither	Elizabeth	23-Mar-04
Bruce	Jeanne	15-Jun-04	Lain	Mildred	21-Jun-04	Snowden	Helen	29-Aug-03
Buckman	Robert	20-Oct-03	Lassiter	Mazie	31-Jan-04	Snyder	R.	23-Sep-03
Burdette	M.	9-Jan-04	Lee	Jane	11-Nov-03	Soden	Cathrine	30-Aug-03
Bush	James	9-Feb-04	Lesselroth	S.	14-Feb-04	Stevens	Harold	28-Aug-03
Cannon, Sr	Richard	7-Dec-03	Longworth	Ellen	13-Nov-03	Stewart	Elmore	11-Jan-04
Cooper	James	11-Mar-04	Lyles	William	23-Jan-04	Stinson	James	13-Dec-03
Copeland	Esther	10-Jan-04	Magner	Warren	30-Apr-04	Taylor	Margaret	27-Jul-03
Crawson	Ralph	10-May-04	Marder	Stuart	1-Sep-03	Taylor	Kathryn	3-Dec-03
Davis	Harry	3-Feb-04	Mason	Elizabeth	4-Apr-04	Tennant	Richard	24-Jul-03
Dodson	Margaret	5-Jan-04	Massaro	Sylvia	10-Jul-03	Tetlow	Arthur	10-Mar-04
Dorn	John	30-Aug-03	McAlister	Dorothy	19-Mar-04	Thomas	George	10-Jan-04
Dorsey	Arthur	3-Apr-04	McArthur	James	21-Nov-03	Thompson	Virgie	2-Jun-04
Dunn	Howard	11-Sep-03	McKenna	Grace	17-Apr-04	Tibbs	Henry	24-Oct-03
Dupuy	Anne	12-Jan-04	McMillion	Oscar	4-Dec-03	Tucker	Marilyn	27-Oct-03
Eller	Avery	23-Sep-03	Miller	James	20-Sep-03	Vass	Emily	30-Sep-03
Faucette	Lucille	1-Aug-03	Miller	Richard	29-Aug-03	Viqueira	Joseph	16-Feb-04
Felstein	Jack	15-Oct-03	Mills	William	27-Sep-03	Vogts Jr	James	4-Oct-03
Felstein	Miriam	13-Jul-03	Mills	Barbara	18-Feb-04	Ward	Carol	1-Feb-04
Freeburger	Louise	2-Apr-04	Monto	Matilda	24-Sep-03	Washington	Wallie	19-Oct-03
Gowling	Patricia	26-Feb-04	Moore	William	20-Jul-03	Weifenbach	Phyllis	17-Nov-03
Graham	John	8-Oct-03	Neal	Mary	8-Oct-03	Weisiger	Christine	31-May-04
Greene	Ada	25-Apr-04	Newman	James	18-Dec-03	West Jr	Charles	21-Feb-04
Hale	Iola	21-Oct-03	Nickens	Ellen	21-Aug-03	White	Walter	13-Nov-03
Hall	Anne	14-Sep-03	Nye	Marguerite	8-Nov-03	Whitlow	Beverly	16-Aug-03
Hamann	Edna	17-Sep-03	Onley	Larry	5-Oct-03	Williams	Rodney	2-Jun-04
Hammet	Hugh	31-Dec-03	Page	Hannah	4-Jan-04	Williams	Bathrus	21-Jun-04
Hecker	Audrey	25-Mar-04	Pagnotta	Carmela	7-Jun-04	Wilson	Heather	11-Dec-03
Helfstein	Florence	31-Jan-04	Palmer	Katherine	3-Jan-04	Wilson	Ethel	18-Oct-03
Hilberg	Rosemary	8-Oct-03	Peddle	Ruby	1-Nov-03	Winne	Madeline	26-Mar-04
Hill	Barbara	20-Jun-04	Peter	Dorothy	20-Jul-03	Wolf	Meta	16-Feb-04
Holley	Edith	4-Apr-04	Petranek	Chester	7-Nov-03	Workman	Jennie	11-Dec-03
Howell	Ellen	9-Feb-04	Phillips	Betty	5-Apr-04	Zellars	Charles	14-Dec-03
Hoyle	June	20-Dec-03	Piccolino	Jean	6-Mar-04	Zimmerman, Sr	Edwin	11-Jan-04
Hurley	Berlin	2-Mar-04	Plakas	Josephine	14-Dec-03			

Relocation Checklist

So, your retirement has prompted you (and your family) to make the decision to move. Please make sure to include the Employee and Retiree Service Center on your checklist. We recommend the following to prepare yourself (and family) for a smooth move:

■ **Retirees will need to notify the Employee and Retiree Service Center (ERSC) for changes of address.**

The ERSC will notify the benefit vendors (medical, dental, vision, and prescription vendors) of your change of address. ERSC staff will review retiree plan eligibility options and an ERSC staff member will contact retirees in writing if they are not able to continue with their current medical plan due to the change of address (some benefit plans are limited to geographic areas).

If a change in a medical plan is required, retirees eligible for Medicare will have the option to enroll in CareFirst or UnitedHealthcare (UHC) indemnity. The UHC point-of-service (POS) plan for non-Medicare members also is available if the retiree resides in a UHC POS service area.

If you are a member of one of the dental plans, a change of address also could affect the service area for Aetna Dental Maintenance Organization (DMO). If you live outside the service area for the Aetna DMO, you are automatically defaulted into the preferred provider organization (PPO) plan.

■ **Retirees should notify the State Retirement Agency (SRA) and Aetna in writing. The addresses are noted below:**

**State Retirement Agency (if applicable)
120 East Baltimore Street
Baltimore, Maryland 21202**

**Aetna, Inc.
Large Case Pension, RS2A
151 Farmington Avenue
Hartford, Connecticut 06156-8740**

When notifying the agencies above, please include your social security number and the effective date of your move. If you are moving out of the state of Maryland and currently have Maryland state taxes withheld from your retirement check, you will need to request that state withholding be discontinued. You will not be able to have another state's taxes withheld, so you

should plan to make any required tax payments to your new state. You may want to consult your tax advisor.

■ **You may need to change the direct deposit of your retirement income.**

The state and/or Aetna will take between one and two months to process any direct deposit changes. Please do not close your current account until your retirement check is deposited into the new account.

Retirees can request the direct deposit forms (Aetna and SRA) from the ERSC. For the state Form 85, you also may contact the SRA by calling 1-800-492-5909 or visiting the SRA Web site at www.sra.state.md.us. Direct deposit forms are available on the ERSC Web site at http://www.mcps.k12.md.us/departments/ersc/benefits_retiree.shtm.

■ **If you participate in a tax-deferred or deferred compensation plan, please notify the company directly. A list of vendors is available on the ERSC Web site.**

If you have additional questions or concerns, please feel free to contact the Employee and Retiree Service Center at 301-517-8100 or via e-mail at ERSC@mcpsmd.org. ■

Retirement Reception

Over 200 retirees from the Class of 2004 attended the annual Retirement Reception held at Indian Spring Country Club on Wednesday, June 16, 2004.

Superintendent, Dr. Jerry Weast, Ms. Sharon Cox, Board of Education president, and members of the Board and Executive Staff were onhand to congratulate retirees at the event co-hosted by the Employee and Retiree Service Center and the Office of Human Resources.

Retirees received certificates displaying their years of service with MCPS. MCPS Retiree Association President Ken Muir participated in the event announcing each person's name, position, and years of service. ■



Community Superintendent Stephen Bedford congratulates new retiree.

Cost-of-Living Adjustment

There was a 2.2829% cost-of-living adjustment (COLA) for retirees receiving core benefits from the State Retirement Agency (SRA). The new COLA was effective July 1, 2004, for state retirees who retired on or before July 1, 2003. You received the COLA increase in your July 2004 retirement check.

The COLA for retirees receiving their core benefit from MCPS is effective each January. All retirees who retired as of December 1, 2003, received the COLA in January 2004.

DID YOU KNOW?

Direct deposit forms now are available on the ERSC Web site. You can download direct deposit Form 85 for the State Retirement Agency or Aetna's Electronic Funds Transfer form for your convenience. Please visit the ERSC Web site at http://www.mcps.k12.md.us/departments/ersc/benefits_retiree.shtm. ■

Retiring Times

Retiree Life Insurance

While you were an active employee, your life insurance was two times the value of your annual salary. At retirement, life insurance decreases to 42.5 percent of the value of your final active life amount.

Please note: If you choose to cancel your life insurance with MCPS, you may not reenroll later.

MCPS offers "term" life insurance. What is term life insurance? A term life insurance policy is life coverage only. In the event of the death of the insured, the policy pays the face amount of the policy to the named beneficiary. Term life insurance does not build up cash value.

For example, if your annual salary at retirement is \$50,000, your life insurance during the first year of retirement will be valued at \$42,500 (42.5 percent of your active life amount). The following chart is an example of your declining life insurance benefit calculated with a final annual salary of \$50,000.

AMOUNT OF INSURANCE AND REDUCTION FACTOR		
AS OF	INSURANCE AMOUNT	PREMIUM COST (monthly)
July 1, 2004	\$42,500	\$18.00
July 1, 2005	\$35,000	\$14.83
July 1, 2006	\$27,500	\$11.65
July 1, 2007	\$20,000	\$ 8.47
July 1, 2008	\$12,500 *	\$ 5.30

**Fixed for your lifetime*

The premium cost is based on your age, rounded to .4236 cents per thousand dollars of coverage. Your life insurance premium is deducted directly from your state retirement or Aetna check if your core benefit comes from the county. **Future premium rates are subject to change.**

Since the face value of the policy is paid to your beneficiary, it is important to keep your beneficiary forms up to date.

Please use MCPS Form 455-2A to update your life insurance beneficiaries and return the form to the Employee and Retiree Service Center. ■

Retiring Times

News from the Employee and Retiree Service Center

Larry A. Bowers
Chief Operating Officer

Susanne G. DeGraba
Chief Financial Officer

G. Wesley Girling, Director
Benefits Strategy and Vendor Relations

Elaine R. Freedman
Communications Specialist and Editor



Montgomery County Public Schools
Employee and Retiree Service Center (ERSC)
7361 Calhoun Place, Ste. 190
Rockville, Maryland 20855

NONPROFIT
U.S. POSTAGE
PAID
PERMIT No. 201
ROCKVILLE, MD 20850