

### Phased Retirement Options for Full-time (> or = 20 hours) Field Staff

Services and benefits for Full-time Field Staff available at various important age milestones	< Age 62	Age 62	Age 65	SS Full Retirement Age	Age 70
Medical Insurance	Yes - some waivers available		Yes - May reject Navs to use Medicare		
Health Savings Account	Yes, if not eligible for FSA reimbursements from another employer		If you are enrolled in Medicare (even Part A) you may not contribute to an HSA		
Dental Insurance	Voluntary				
Vision Insurance	Voluntary				
Life Insurance for you and your spouse	Basic and Supplemental Coverage Available		Reduced by 35%	No Change	Reduced to 50% of Pre-65
Flexible Spending Account (FSA)	FSA available at any age only if you are not contributing to a Health Savings Account				
Disability (Short Term, Long Term (LTD) and Long Term Care (LTC))	Yes	Yes	Yes	Disability prior to age 65 - benefit ends at SS FRA	Disability after 65 - benefit ends at 70
401(a) Retirement Employer Contributions	Yes	Yes	Yes	Yes	Yes
403(b) Retirement Salary Contributions	Yes	Yes	Yes	Yes	Yes
Worker's Compensation Insurance	Yes	Yes	Yes	Yes	Yes
<b>Federal Services</b>					
Social Security benefit	Disability	Reduced Benefit	Reduced benefit	Full Benefit	Higher Benefit
Medicare Part A (Hospitalization)	Disability	Disability	Automatically Enrolled when you sign up for SS - waivers available within 31 days unless you want the secondary hospital coverage.		
Medicare Part B and D	Disability	Disability	Sign up online at <a href="http://www.ssa.gov">www.ssa.gov</a> or visit local SS Office within 31 days of losing Navigator coverage to avoid 10% penalty.		
Medicare Part C (Full Service Managed Care Option)	No	No	Sign up online at <a href="http://www.ssa.gov">www.ssa.gov</a> or visit local SS Office within 31 days of losing Navigator coverage to avoid 10% penalty.		
<b>Private Supplemental Insurance</b>					
Medigap (covers out of pocket expenses you have under traditional Medicare)	No	No	Your State Health Insurance Assistance Program provides very helpful information about Medigap policies in your state and how to select a plan. There are 12 plan designs approved by Federal Government, each offering different benefits. You may change your election during Open Enrollment each year from October 15 through December 7.		