

Phased Retirement Options for HQ Staff Working <30 Hours/Week

Services and benefits for Part-time HQ Staff available at various important age milestones	< Age 62	Age 62	Age 65	SS Full Retirement Age	Age 70
Medical Insurance	No Coverage	No coverage available as an employee. May continue prior coverage under the NRA Retiree Elections.			
Health Savings Account	Account available for reimbursement only.				
Dental Insurance	No Coverage	No coverage available as an employee. May continue prior coverage under the NRA Retiree Elections.			
Vision Insurance	No Coverage				
Life Insurance for you and your spouse	No Coverage	\$10,000 available under Retiree Benefit			
Flexible Spending Account (FSA)	FSA may be continued under COBRA for remainder of the year of election				
Disability (Short Term, Long Term (LTD) and Long Term Care (LTC))	No Coverage; may continue LTC under conversion privilege				
401(a) Retirement Employer Contributions	Yes, contributions equal to 5.5% of your reduced salary				
403(b) Retirement Salary Contributions	Yes, eligible for personal contributions up to 100% of taxable salary				
Worker's Compensation Insurance	Yes	Yes	Yes	Yes	Yes
Federal Services					
Social Security benefit	Disability Income	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 in deductible portion of HDHP		
Medicare Part B and D	Disability	Disability	Sign up online at www.ssa.gov 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 www.ssa.gov or visit local SS Office within 31 days of losing Navigator coverage to avoid 10% penalty.		
Private Supplemental Insurance					
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.		