

OBERLIN COLLEGE & CONSERVATORY

Open Enrollment 2020

Healthcare Deferral option for RAMP Retirees

WHAT IS IT?

During Open Enrollment, RAMP Retirees will have the opportunity to take advantage of a retiree healthcare option that provides flexibility and possibly saves you money! Effective Qualifying RAMP retirees are not required to remain “on the RAMP” continuously, to be eligible for our post-62 retiree healthcare benefits. Previously, RAMP retirees were required to remain on the RAMP until age 62 to migrate on to our post-retirement healthcare program. But, many of our RAMP retirees may have access to better healthcare options that are less expensive, perhaps through a new employer or a spouse/dependent partner’s plan, but yet continue on the RAMP anyway so as not to lose access to the post-62 benefit. A RAMP retiree who declines RAMP coverage will be provided the opportunity to elect post-retirement healthcare coverage upon reaching age 62. Your premiums will be based on your age at the time of retirement.

I DON’T HAVE OTHER OPTIONS - CAN I STAY ON THE RAMP PLAN?

If paying your existing RAMP premiums continues to be your best healthcare option, then there is nothing else that you need to do other than continuing to pay your RAMP premiums.

I HAVE A NEW JOB, OR MY SPOUSE CAN COVER ME – HOW DO I TAKE ADVANTAGE?

Please complete a RAMP Deferral Form (see separate hand-out) indicating that you no longer require access to our RAMP program and return the form to Human Resources by **November 1, 2019**. We will terminate your monthly billing as of December 31, 2019. When you reach age 62 you will be able to access our post 62 retiree healthcare benefits.

I HAVE OTHER HEALTHCARE COVERAGE NOW, BUT THEN IT ENDS BEFORE AGE 62

You can still take advantage of this choice option. When you lose the other coverage, you would need to contact the Department of Human Resources to document the loss of the other coverage. Human Resources will then reinstate you onto the RAMP at your proper RAMP premium level.