

Sutter Health
Retiree Health Care Account
Samuel Merritt College

Who is eligible for this benefit?

- Eligible employees can participate in this plan if they meet the following age and service criteria when they retire:
 - Attained at least age 60, *and*
 - Have at least 10 years of service in the Sutter Health network, *and*
 - Have 5 continuous years of service in an eligible position at a participating affiliate *prior* to retiring, *and*
 - Working in a full-time or part-time position
- You earn 1 year of service for each calendar year you are credited with 1,000 or more hours of service.

How does the Retiree Health Care Account work?

- The Retiree Health Care Account is designed to help retirees pay for the cost of their health care insurance premiums.
- If you are eligible, Sutter Health will establish an account for you when you retire. For every year in which you were credited with at least 1,000 hours, \$1,000 will be allocated to your Retiree Health Care Account, up to a career maximum of \$25,000.
- You pay your health care premiums, then submit your receipts for reimbursement. You can be reimbursed for the following health insurance premiums:
 - Medical
 - Dental
 - Vision
 - Medicare Part B
 - Medicare Supplement Coverage
- You can use as much of your account as you want each year, and the amount you are reimbursed is *tax free*.

Are my dependents covered under this benefit?

- You may request reimbursement for health insurance coverage for your legal spouse and your eligible dependent children, up to age 19 (or 25 if full-time students).
- Due to IRS regulations, reimbursement cannot be submitted for domestic partners.

Is the annual account credit (\$1,000) prorated for part-time employees?

- No. Once you have worked in an eligible position for 1,000 or more hours in a plan year, your account is credited with \$1,000 for that year. Any year in which you are credited with less than 1,000 hours won't count toward your eligibility or your account balance.

If I retire and leave the state, do I still receive this benefit?

- Yes. If you leave California and purchase health insurance outside of the state, or even outside the USA, you still can request reimbursement from your Retiree Health Care Account.

What happens to the dollars in my account at the end of each year?

- Money that remains in your account at the end of the year will roll over to the next year.

Can I use this account before I “retire,” or is it only available upon my retirement?

- Generally, you can only use the account to pay for health care premiums after you have terminated your employment in the Sutter Health network. However, working retirees may use the account as long as they have met *all* the eligibility requirements *prior* to moving to a reduced schedule, *and* are *not* working in a position eligible for health care benefits.
- *If you are working in a position for which health benefits are available, you cannot use the Retiree Health Care Account.*