

ARCHDIOCESE OF INDIANAPOLIS
BENEFIT SUMMARY FOR FORMER EMPLOYEES

Medical and Dental Benefits

Insurance as an employee will end on the last day of the month in which you terminate. (Contracted employees, please check your contract or with your location manager). Employees and their dependents are eligible for continuation of medical and dental benefits after termination of employment for up to eighteen months. Employees who retire at age 60 or over and have at least 10 years of service can purchase continued health coverage for up to 5 years after the date of retirement. Eligibility for continuation of coverage ceases when employee becomes eligible for Medicare.

Monthly costs in 2021 to continue medical coverage are \$569.42 for single coverage and \$1,527.52 for family coverage. (There are no contributions from the Archdiocese to health savings accounts for individuals or families who are continuing medical benefits). Monthly costs in 2021 to continue dental coverage are \$50.00 for single coverage and \$135.25 for family coverage. If you want to purchase continuation of coverage, you must send your request to Human Resources at hr@archindy.org. Enrollment forms are NOT automatically mailed out to terminated employees.

Any funds remaining in your health savings account (HSA) or health reimbursement account (HRA) belong to you and will remain in that account until you deplete or transfer the funds. You can continue to use your debit card to pay medical, vision, and dental expenses with these funds. If you are covered by a high deductible health plan, like the Archdiocesan health plan, you can contribute to your HSA directly. If you are covered by Medicare or by a traditional health plan with lower deductibles and co-payments, you cannot contribute to the account, but can withdraw funds to pay medical, vision, and dental expenses. If you have questions about your HSA including transferring funds, please contact your applicable HSA bank.

Flexible Spending Accounts

Any funds remaining in your flexible spending accounts must be used within 90 days of termination. These funds can only be used on expenses incurred prior to your termination.

Life Insurance

Your basic life insurance policy and any supplemental policy purchased through AUL during your employment will cease upon your termination of employment. If you are interested in converting your group life insurance policy to an individual policy, please contact Darrel Fitch at WalkerHughes at (317) 672-4061. Please contact him within 30 days of your last day of work. He will inform you about your options and the cost involved.

Short Term and Long-Term Disability

Your coverage under short and long-term disability will cease upon termination of employment.

Pension Plan

Pre-1991 Plan – If you were a full-time employee and worked prior to 1991, you can apply for a monthly benefit through the Archdiocesan plan that was terminated on June 30, 1991. You must be at least 60 years old to access this benefit. Please contact American United Life at 1-877-647-3987 (select 1 for not active, 2 for active) to discuss your options and to process your benefits.

Grandfathered Plan (For Persons Employed Prior to January 1, 2012) – If you began employment prior to 2012 and have worked five years or more, you can apply for a pension benefit through the pension plan that began on July 1, 1991. You may access this benefit upon termination or at the age of normal retirement. Please contact Noreen Brown at the Nyhart Company at (888) 900-1986 or Noreen.Brown@Nyhart.com to discuss your options and to process your benefit. No new benefits are earned under this plan after June 30, 2016, but benefits earned prior to that date earn interest each year equal to the 10-year Treasury rate.

Archdiocesan Retirement Savings Plan (403b)

If you have been contributing to this voluntary savings plan, your contributions will cease upon termination of employment. You can leave funds in this plan or roll them over to another retirement plan. The matching funds from the Archdiocese vest immediately and are available to you as well. You may access your funds any time after termination. Please contact the company that provided your savings plan to discuss your options.

Merrill Lynch - (317) 262-4157 (discontinued in 2008)

One America/McCready and Keene - (800) 858-3829 Plan number 963016; www.archindyretirement.org

Tax Saver Plan (Flexible Spending Account)

If you have been contributing to this tax saver plan and terminate your employment, you may request reimbursement for services incurred during your period of employment. You have up to 90 days after the end of the plan year to submit requests for reimbursement. You may not request reimbursement for expenses incurred after your date of termination. Please contact BASIC at (800) 444-1922.

Employee Assistance Program (EAP)

The EAP provides free, confidential counseling to employees, their spouses, and dependent children living at home. Up to 7 sessions are provided per person for each issue or life event. St. Vincent Hospital administers the EAP through a network of counseling centers throughout the Archdiocese. Eligibility to use this benefit continues for up to 6 months after employment ends. To schedule an appointment, please call St. Vincent Hospital's 24-hour hotline at 1-800-544-9412 or in Indianapolis at (317) 338-4900.

Questions/Assistance

Please contact the Human Resources Office at hr@archindy.org, (317) 236-1594, or (800) 382-9836, ext. 1594.