
TEMPORARY CONTINUATION OF COVERAGE (TCC) FOR SEPARATING EMPLOYEES

WHAT IS TEMPORARY CONTINUATION OF COVERAGE (TCC)?

When your employment terminates with DCPS, you have the right to temporarily continue your health coverage for up to 18 months after your separation. This is commonly called COBRA, however, it is called TEMPORARY CONTINUATION OF COVERAGE (TCC) by DC Government. TCC requires that you pay the full premium amount- both employee and government shares, plus a 2 percent administrative fee.

WHEN DOES MY HEALTH COVERAGE END?

Your coverage in the District of Columbia Employees Health Benefits (DCEHB) or Federal Employees Health Benefits (FEHB) program ends on the last day of the pay period in which you separated from service, followed by a 31-day temporary extension of coverage provided at no cost to you. The 31-day temporary extension is automatic; you are not required to complete any paperwork.

HOW DO I APPLY FOR TCC?

You may elect to continue your coverage in any plan for which you are eligible in the DCEHB or FEHB program. Enrollment forms and premium rates are available online- www.dcps.dc.gov on the **Human Resources Forms** page and through the DCPS Office of Human Resources (OHR). To apply, you must submit the DCEHB or FEHB TCC Health Benefit Enrollment Form to OHR within 31 days of your separation date. The form may be mailed or hand-delivered Monday-Friday between 8am and 5pm to:

District of Columbia Public Schools - Office of Human Resources
1200 First Street NE, 10th Floor
Washington, DC 20002

Enrollment charges begin on the first day following the 31-day period of free coverage. If you continue the coverage to the end of the 18-month period, you will have another 31-day temporary extension of free conversion to a non-group contract.

WHAT HAPPENS TO MY GROUP LIFE INSURANCE COVERAGE?

Your elected coverage in the District of Columbia Employees Group Life Insurance (DCEGLI) or Federal Employees Group Life Insurance (FEGLI) program will terminate on your last day of employment with DCPS, followed by a 31-day temporary extension of coverage provided at no cost to you. The temporary extension does not apply to Accidental Death and Dismemberment coverage.

You have the option to convert your group life insurance coverage into an individual policy. You must apply for the individual policy within 31-days from your last day of employment. DCEGLI and FEGLI Continuation of Life Insurance forms are available online- www.dcps.dc.gov on the **Human Resources Forms** page and through OHR.

Send completed Continuation of Life Insurance forms via postal mail to the provider as shown below.

District of Columbia Employees Group Life Insurance (DCEGLI):

Standard Insurance Company
PO Box 2800
Portland, Oregon 97208-9929

Federal Employees Group Life Insurance (FEGLI):

Office of Federal Employees Group Life Insurance
PO Box 1866
Long Island City, New York 11101-9885