Objective: Answer These Questions

- Which health & welfare benefits can continue into retirement?
- Who is eligible for retiree health?
- How much will you have to pay?
- What about Medicare?
- Is UC planning to cancel retiree health insurance? (No)
Health & Welfare Benefits
Health Benefits

- Eligible retirees may continue into retirement: **Medical, Dental, and Legal**
  - Premiums deducted from pension checks
- **Vision Service Plan**: pay VSP directly
  - Watch for a letter from VSP with instructions
  - Note: Kaiser provides an eyewear allowance of $150 every two years for members with Medicare
Welfare Benefits

- **AD&D**: retiree plan is available through direct payment to the Prudential
- **Life Insurance** ends
  - May convert to individual policy through the Prudential
- **Disability Insurance** ends last day actively at work or on vacation
- **Health FSA/Dependent Care FSA/TIP** end
- **Auto/Home/Renters’ Insurance** can be continued if you arrange direct payment to California Casualty/MetLife
- **Supplemental health plans** can be continued if you arrange direct payment to Aflac
- **Pet insurance** continues through direct payment to Nationwide
Eligibility
Eligibility for Retiree Health

- **Medical & Dental** insurance may continue into retirement if enough service credit and:
  - UC Retirement Plan (UCRP) members elect monthly retirement income
  - Retire within 120 days of terminating UC employment
  - Eligibility for insurance coverage must be continuous

- If separated (without retiring) and rehired, you must work at least 12 months in a UCRP eligible position

- If you elect a **lump sum cashout**, you forfeit UC health coverage
Eligibility Groups: When did you join UCRP?

- **Group 1:** Before 1/1/1990
  - Ages 50-54: must have 10 years of service credit
  - Age 55+: must have 5 years of service credit
  - Must not have had a break in service of more than 120 days
  - Eligible for 100% of UC’s maximum contribution toward medical and dental insurance

- **Group 2:** on or after 1/1/1990: Graduated Eligibility
  - 20 years = 100%

- **Group 3:** on or after 7/1/2013: More extreme Graduated Eligibility
  - 20 years = 100% if retirement age 65+; no UC contribution unless retirement age 56+
Graduated Eligibility (Group 2)

The percentage of UC’s maximum contribution is based on **full years** of UCRP service credit (include sick leave)

<table>
<thead>
<tr>
<th>Service Credit</th>
<th>Percentage of UC’s contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>0-4</td>
<td>N/A</td>
</tr>
<tr>
<td>5-9</td>
<td>If Age + Service Credit ≥ 75: 50% (otherwise not eligible)</td>
</tr>
<tr>
<td>10</td>
<td>50%</td>
</tr>
<tr>
<td>11-20</td>
<td>55–100% (5% for every year above 10)</td>
</tr>
</tbody>
</table>
Graduated Eligibility (Group 3)

The percentage of UC’s maximum contribution is based on **full years** of UCRP service credit (include sick leave)

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<thead>
<tr>
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<tr>
<td></td>
<td>Age 56</td>
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<tr>
<td>10</td>
<td>5%</td>
</tr>
<tr>
<td>15</td>
<td>7.5%</td>
</tr>
<tr>
<td>20+</td>
<td>10%</td>
</tr>
</tbody>
</table>

- Includes those rehired after a break in service, unless they retired
- *Rehired retirees* retain their original eligibility (Group 1 or 2) when they re-retire
Example A (2023)

- Employee retires with 20 years of UCRP service credit (Group 2)
  - Has UC Blue & Gold HMO (Health Net)
  - Covers a spouse
- Total premium: $1,856.32/month
- Max UC contribution: $1,236.05
- Net cost to retiree: $620.27
50% of UC’s Contribution

Net cost

UC Contribution
Sample Premium
Sample Premium (+Medicare)
Example B (2023)

- Employee retires with 10 years of UCRP service credit (Group 2)
  - Has UC Blue & Gold HMO (Health Net)
  - Covers a spouse
- Total premium: $1,856.32/month
- UC contribution: $618.03 (50% of $1,236.05)
- Net cost to retiree: $1,238.29 ($1,856.32 - $618.03)
About Retiree Health Plans
About Retiree Health Plans

- Same medical & dental plans as employees (exceptions due to Medicare to be discussed...)

- Same eligibility rules for family members
  - Including occasional verification through **UnifyHR**
  - Your survivors may continue health coverage if eligible for a survivor’s pension

- If you will be eligible for retiree insurance, **ignore these letters:**
  - Medical plan termination letter when campus-paid coverage ends
  - COBRA continuation offer from **WEX**

- No “salary banding”
Changing Retiree Health Plans

- Open Enrollment
- Can suspend medical/dental coverage
- 31-day Period of Initial Eligibility
  - Addition of newly eligible family members
  - Involuntary loss of other coverage
  - If you or a covered family member obtain Medicare and are covered by an incompatible plan (UC Health Savings Plan)
  - Move/travel outside HMO service area for 2+ months
Health Plan Premiums & Availability

HCF Program site: hr.ucdavis.edu/hcf

- UC Retiree Premium Estimator (Excel)
  - If eligible for Medicare, consider that cost

- Moving? UC Medical Plan Availability tool (Excel)
  - Determine which medical plans are available where
Medicare
About Medicare

- Medicare is the federal health insurance program for those over 65 and some disabled
  - **Part A (Hospital):** premium-free for most
  - **Part B (Medical):** costs **$164.90/month** for 2023 enrollees
    - Costs more if your MAGI from 2 years ago was > $97,000 ($194,000 for couples)

- UC relies on Medicare to offset the cost of insurance

- Medicare-coordinated plans usually cost less
Medicare “partner plans”/Mixed Medicare families

<table>
<thead>
<tr>
<th>Non-Medicare</th>
<th>Medicare</th>
</tr>
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<tbody>
<tr>
<td><strong>CORE</strong></td>
<td><strong>UC Medicare PPO</strong></td>
</tr>
<tr>
<td><em>Anthem Blue Cross PPO</em></td>
<td><em>Anthem Blue Cross PPO</em></td>
</tr>
<tr>
<td><strong>UC Care</strong></td>
<td><strong>UC Medicare PPO</strong></td>
</tr>
<tr>
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<td><em>Anthem Blue Cross PPO</em></td>
</tr>
<tr>
<td><strong>UC Blue &amp; Gold HMO</strong></td>
<td><strong>UC Medicare Choice</strong></td>
</tr>
<tr>
<td><em>Health Net HMO</em></td>
<td><em>UnitedHealthcare</em></td>
</tr>
<tr>
<td><strong>Kaiser Permanente</strong></td>
<td><strong>Kaiser Senior Advantage</strong></td>
</tr>
<tr>
<td><em>HMO</em></td>
<td><em>Medicare Advantage HMO</em></td>
</tr>
</tbody>
</table>
100% of UC’s Contribution

Net cost

- UC Contribution
- Sample Premium
- Sample Premium (+Medicare)
Example C (2023)

- Employee retires with 20 years of UCRP service credit (Group 2)
  - Has UC Care (Anthem Blue Cross)
  - Covers a spouse
  - **Both have Medicare**
- Total premium for **UC Medicare PPO** (Anthem Blue Cross): $899.70/month
- Max UC contribution: **$666.44**
- Premium paid by retiree: **$233.26** ($899.70 - $666.44)
- Medicare Part B premium: $164.90 x 2 = $329.80
- Net cost to retiree: **$563.06** ($233.26 + $329.80)
100% of UC’s Contribution

UC Contribution

Sample Premium

Sample Premium (+Medicare)

Medicare Part B Reimbursement
Example D (2023)

- Employee retires with 20 years of UCRP service credit (Group 2)
  - Has UC Blue & Gold HMO (Health Net)
  - Covers a spouse
- Both have Medicare
- Total premium for **UC Medicare Choice** (UnitedHealthcare Medicare Advantage PPO): **$498.42/month**
- Max UC contribution: **$666.44**
- Medicare Part B premium: $164.90 x 2 = **$329.80**
- Part B reimbursement: **$168.02** ($666.44 - $498.42)
- Net cost to retiree: **$161.78** ($329.80 - $168.02)
UC’s Medicare Requirements

- **Retirees** and their covered family members must enroll in Medicare Part B:
  - If they are enrolled in medical insurance and live in the U.S.A.
  - If they are eligible for Part A free of charge
  - Unless they retired past age 65 and prior to 7/1/1991
  - Those who retire past 65 and fail to enroll in Medicare timely may be subject to lifetime Late Enrollment Penalties

- UC does not require active employees/dependents to enroll in Medicare
  - Note: Domestic Partners of active employees should check with Social Security regarding their ability to defer Medicare enrollment w/o penalty

- You can be eligible for Part A for free **through a current or former spouse**, even if you didn’t pay in to Social Security
Keep Medicare or give it away?

Two ways to coordinate Medicare Parts A & B:

1. Keep your Medicare:
   - Original Medicare with a supplemental (secondary) plan, or:

2. Give your Medicare away:
   - Medicare Advantage (MA) plans
     - Medicare pays a flat monthly fee to the insurance company
**HMO Medicare Partner Plans: Medicare Advantage**

- If you are enrolled in an HMO, when you obtain Medicare A & B, you must give your Medicare away
  - Sign over your Medicare benefits to the insurance company **by form**
- Medicare cannot be used separately from the MA plan; plan can require **prior authorization**

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<th>+ Medicare</th>
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<td>Kaiser Senior Advantage</td>
</tr>
<tr>
<td></td>
<td>MA HMO</td>
</tr>
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PPO Medicare Partner Plans

- If you are enrolled in a PPO, you get to keep your Medicare

- **Medicare is primary**; Anthem Blue Cross plan is supplemental

- **Retiring past age 65? Call Medicare’s Coordination of Benefits department** at (855) 798-2627 after your last day on pay—tell them you retired

- Medicare rarely requires **prior authorization**

- Medicare providers must be used
  - Fewer than 1% of physicians have opted out of Medicare*
  - Ask if accepting new Medicare patients

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*Most Office-Based Physicians Accept New Patients, Including Patients With Medicare and Private Insurance, May 12, 2022, Kaiser Family Foundation*
Anthem Blue Cross Medicare Partner Plans

- If you have Medicare A & B, and you are enrolled in CORE or UC Care, you must coordinate your benefits by form

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Medicare & UC Health Savings Plan

- Employees who retire with **UC Health Savings Plan** can keep it into retirement until/unless they (or covered family members) are eligible for Medicare
  - **Those who obtain Medicare must choose another plan**

- Health Savings Account (HSA) contributions not allowed for those with Medicare per IRS rules

- Not offered to retirees
Medicare Part D

- Outpatient prescription drug benefit
- Subsidizes UC medical plan premiums
- The $R_x$ coverage of UC medical plans is equivalent to or better than Part D
  - Considered **creditable coverage**
- **Important:** If past age 65 when you first enroll, you may be asked about past $R_x$ coverage; report it by calling the plan or pay a Late Enrollment Penalty (LEP)
More on Part D

- Vaccinations:
  - Shingles: Use your network pharmacy
  - Flu: Use either your MD’s office or your network pharmacy
  - Other vaccinations: Check with your plan

- No additional Part D premium unless high income

- Complicates or prevents double coverage

- Enrollment in another Part D plan may result in loss of UC coverage
Medicare retirees outside CA

- Local coverage through **Via Benefits**
  - Sells Medicare plans across the U.S.A.
- All covered family members must 65+ with Medicare
- Does not affect Dental/Vision/Legal coverage
- UC provides Health Reimbursement Arrangement (HRA)
  - $3,000 per covered person (subject to Graduated Eligibility)
- Use HRA money to reimburse yourself for Medicare/Medigap/MA plan premiums
- Have Kaiser? Give UC 2 months lead time before you move
Call your Health Care Facilitator Program

- 3 months prior to the month that you turn 65
- When you get your Medicare card showing parts A & B
The Future
What does the future hold?

- Premiums continue to rise

- As of 2022, 21% of large firms (200+ employees) offered retiree health insurance*
  - Down from 32% in 2005 and 66% in 1988

- UC’s contribution to health insurance is not guaranteed to employees or retirees
  - Employee premiums: paid by department
  - Retiree premiums: not funded by UC Retirement Plan
    - **Campus Assessment Fee:** $2.36 per $100 of employee covered compensation for FY 2022

* Source: Kaiser Family Foundation Employer Health Benefits 2022 Annual Survey
Future of health coverage through UC

- The University intends to continue retiree health coverage
  - Helps recruit and retain employees
  - As a socially responsible institution, UC doesn’t want to add to the uninsured
Reductions to retiree health contributions

- Post-Employment Benefits Task Force
  - Reduced the UC contribution (as a percentage of total premiums) to 70% of aggregate medical plan premiums
  - New Graduated Eligibility rules eff. 7/1/2013 (Group 3)

- Retiree Health Benefits Working Group
  - Expanded to review coverage for all employees
  - To analyze several proposed reductions to be implemented if necessary
If you are retiring on 7/1/2023—Congratulations!!

- Initiate retirement via UCRAYS (retirementatyourselfservice.ucop.edu) 90 days prior to your target retirement date (on 4/1)
  - 1976 Tier: Those who want to take advantage of the “inactive COLA” should have a separation date of 6/29 and a retirement date of 7/1

- Submit retirement correspondence through UCRAYS whenever possible (Exception: retiree health forms are best faxed)

- UC Davis pays for an extra month of coverage when you retire, so your UCD-funded coverage ends 7/31
  - If age 65+ or otherwise eligible for Medicare, you’ll need Part B to begin 8/1

- If you or a covered family member are age 65+ or otherwise eligible for Medicare, contact the HCF Program for assistance with Medicare enrollment and coordination
Conclusion
Conclusion

Whether you’re an **employee** or a **retiree**, the HCF Program:

- Provides education and assistance with UC health plans and Medicare
- Provides assistance to those coordinating with Medicare
- Serves 23,100 active employees; 10,150 retirees
Health Insurance After You Retire

UC Davis Health Care Facilitator Program

Presented by Guerren Solbach