



Retiree Status, Benefits, & Perks

for Indiana University Faculty and Staff



Message from IU Human Resources

On behalf of the entire university, we wish to express our sincere appreciation for your unwavering commitment and invaluable contributions over your time at the university. Throughout the years, your skills, innovative ideas, and expert guidance have not only propelled us forward but have also been pivotal in shaping the university's legacy. It's your collective efforts and dedication that have elevated IU to its prestigious standing, both nationally and globally. We recognize and celebrate the significant impact you've made, contributing to our vibrant community and advancing our mission of excellence in education, research, and public service.

Thank you for your invaluable contribution and for being an integral part of the IU community!

Who is this guide for?

As a current or future retiree, this guide was created to provide you with information on IU Retiree Status and the associated benefits, including medical insurance. Details inside include your options for coverage, instructions on how and when to enroll, answers to frequently asked questions, a retirement checklist, and more.

Do I qualify for IU Retiree Status?

IU Retiree Status is reached when you meet the age and service criteria listed in the table below. **Before retiring, be sure to contact AskHR at askhr@iu.edu or 812-856-1234 to confirm your years of service and eligibility.**

| Age at Separation | Minimum Years of IU Service |
|-------------------|-----------------------------|
| 55 | 30 |
| 56 | 28 |
| 57 | 26 |
| 58 | 24 |
| 59 | 22 |
| 60* | 20 |
| 61* | 18 |
| 62* | 16 |
| 63 | 14 |
| 64 | 12 |
| 65 or over | 10 |

*Employees covered by the legacy PERF retirement plan (non-exempt staff and part-time employees appointed prior to July 1, 2013) who separate at age 60, 61, or 62 reach Retiree Status with at least 15 years of IU service.

Separation means when your IU employment ends or your employment status changes such that your IU Basic Life Insurance is discontinued.

Years of IU service means the years of full-time appointed service at IU. Sabbatical leaves and leaves for purposes of research of distinction are included in this calculation, however some periods of leave without pay may not be counted.

The **years of IU service requirement** is prorated for ages that fall between those listed in the table. For example, at age 55 and 9 months, an employee qualifies with 29 years and 6 months of service.



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Overview of Retiree Benefits



Retiree Benefits

Medical Coverage

Indiana University provides comprehensive medical coverage options for retirees, catering to different needs and life stages. Whether you're already age 65 and need coverage to supplement Medicare, or you need to bridge the gap to Medicare and cover eligible dependents—there are options to keep yourself and your dependents covered. These include:

Retirees under age 65:

- IU Anthem Under 65 (U65) PPO HDHP
- COBRA coverage (continue current IU medical plan)

Retirees age 65 and over:

- IU Blue Retiree Plan

To be eligible for retiree medical coverage, you must be covered by an IU-sponsored medical plan when you retire. Coverage under an IU spouse's medical plan counts towards this requirement. If you waive retiree coverage at any point, you will not be eligible to re-enroll in the future. The majority of this booklet provides details to help you make informed, confident decisions about healthcare options in retirement.

IU Tuition Benefit

The IU Tuition Benefit reduces the cost for retirees, spouses, and dependents to take IU courses. This includes any coursework that earns credit hours and is billed through the IU Bursar. Covered tuition also includes audit hours for retirees and spouses.

The benefit for retirees is the same as for active employees — a subsidy of tuition costs up to a specified maximum based on the campus of enrollment and degree program. For your spouse, the benefit is a subsidy of tuition costs up to a specified maximum based on their campus of enrollment. For your tax-dependent children under age 24, the benefit is a subsidy of 50% of tuition costs at the Indiana-resident undergraduate rate, up to the completion of a bachelor's degree or 140 credit hours of IU Tuition Benefit awards, whichever comes first.

Graduate-level tuition subsidies for retirees above \$5,250 are treated as taxable income. All graduate-level tuition subsidies for your spouse are treated as taxable income.

To apply for the benefit, the student must first apply and be accepted at IU. Following acceptance, you must download and complete a paper IU Tuition Benefit application from the IU Human Resources website. The application must be submitted by the semester/term deadline, and can be submitted for individual semesters/terms or for an entire academic year. Applications are available at hr.iu.edu/benefits/tuition.html.

Life Insurance

IU retirees are automatically covered by a \$6,000 Retiree Life Insurance benefit, which is fully paid by the university. Coverage for the difference between the amount of Retiree Life Insurance and Basic Group Life Insurance held as an employee may be converted to an individual policy without providing proof of good health.

Retiree Perks

When you retire from IU, you don't have to say goodbye to campus life. We encourage you to stay engaged with the university by attending campus events, enjoying fine arts facilities and performances, working out at the recreational centers, participating in Healthy IU wellness programs, and more. Here are some of the perks that you can enjoy as an IU retiree.

Campus Involvement

A great way to stay connected to the university after retirement is through membership in a retiree organization. These organizations give retirees the opportunity to connect with friends and former colleagues, remain involved with the university, and attend social functions and activities.

For retired IU faculty and staff, spouses, and partners:
IU Retiree Association

- Email: iura@iu.edu
- Web: iura.sitehost.iu.edu

For retired IU faculty and librarians:
The Emeriti House

- Phone: 812-855-3773
- Web: emeritihouse.indiana.edu
- Email: emeriti@iu.edu

For retired IU Indianapolis faculty and staff:
IU Indianapolis Senior Academy

- Phone: 317-278-2444
- Web: senioracademy.indianapolis.iu.edu
- Email: sacademy@iu.edu

Technology Resources, Discounts, & Deals

Retirees retain access to various IU digital resources, such as One.IU to update your personal and tax information, and discounts through AT&T, Dell, and Apple. For more about technology access as a retiree, visit the UITs Knowledge Base at servicenow.iu.edu/kb.

CrimsonPerks may also be available for retirees with an IU Crimson Card. Visit crimsoncard.iu.edu to explore the deals available on each campus.

Library Services

Retired faculty and staff retain access to the resources provided by their local IU library. Retirees may use their IU credentials to log into library-owned computers, connect to electronic resources from off campus, and access many library services. Contact your local IU library for information on checking out materials.

Healthy IU Programs

Faculty and staff with IU Retiree Status are eligible to participate in some of the health and wellness programs offered by Healthy IU. Visit healthy.iu.edu for additional details and a schedule of upcoming events.

Other Privileges

Access to cultural and sporting events, free transportation, exercise facilities, and parking discounts may also be available on some campuses. Contact your local IU office or facility for details.



Retiree Medical Coverage



IU Retiree Medical Coverage

One of the top concerns for employees leading up to retirement is having enough health insurance. IU offers two types of health insurance for retirees: a plan that bridges the gap to Medicare for retirees and family members under age 65, and another that supplements Medicare for retirees and spouses age 65 and older.

Eligibility

If you're a former employee with IU Retiree Status and were covered by an IU medical plan at the time you retired (either through your own plan, as a dependent on your IU spouse's plan, or through COBRA, you're eligible to enroll in IU retiree medical coverage.

Dependent Eligibility

Your eligible spouse and children under age 26 can be covered on your IU retiree medical coverage as long as they were covered on your IU medical plan when you retired. Children over 26 may continue to be covered if they qualify for disabled child eligibility. More details are available at hr.iu.edu/benefits/needknow.html.

Enrollment Rules

You can only be enrolled on one IU medical plan at a time, meaning you cannot elect coverage as a retiree and also be covered as a dependent by another IU employee or retiree. Additionally, if you and your spouse are both eligible for IU coverage, only one of you may cover your eligible dependents. It's also important to remember that once you waive coverage, you're no longer eligible for coverage and cannot re-enroll in the future.

When & How to Enroll

Once your department finalizes your termination in IU's system, IU Human Resources will mail the information and forms you need to sign up for retiree coverage to your home address. You may also request retiree health plan enrollment forms by contacting IU Human Resources at askhr@iu.edu or 812-856-1234. Regardless of when you receive your enrollment information, **you only have 60 days from your retirement date to enroll in coverage**. If you are over age 65, you also need to enroll in Medicare.

Premium Costs

You're responsible for the full cost of retiree medical premiums for yourself and your dependents. Both plans' premiums are subject to change each year based on group utilization, but do not vary due to your age or gender. Visit hr.iu.edu/benefits/retiree-HealthRates.html to review current retiree plan premiums.

Continuing Coverage for Your Surviving Spouse & Children

If you pass away while covered on an IU retiree medical plan, your surviving spouse and children can keep their coverage. If your eligible surviving spouse passes away, your remaining eligible children can keep their coverage. Survivors must notify IU of the death and request continued enrollment in the plan. They will also be responsible for paying the full cost of their plan premiums.

Retirees & Family Members Under Age 65

Anthem Under 65 PPO HDHP

If you separate from the university before age 65, the Anthem U65 PPO HDHP is available as a "bridge" to cover you until you're eligible for Medicare. Family members under age 65 are also eligible to enroll in this plan. Details about the current plan year's premiums, deductibles, out-of-pocket maximums, and more can be found in the retiree benefits section of the [IU Benefits website](#).

Medical, Vision, & Prescription Coverage

This plan offers the same comprehensive medical, vision, and prescription coverage, and broad provider network, as the plan available to active employees.

Coverage Highlights:

- Preventive services are covered at **100%**.
- There is an annual deductible, which is the amount you must pay out-of-pocket before the plan starts to cover its share of the cost.
- After you've met your deductible, a **20% coinsurance** applies to medical services such as inpatient hospital stays, office visits, durable medical equipment, lab testing, mental health, and transplants.
- The **20% coinsurance** also applies to prescriptions. You can fill up to a 90-day supply at any retail pharmacy in the CVS Caremark network, and through CVS Caremark mail order. You can also fill up to a 30-day supply of specialty drugs through Archimedes.
- There are annual out-of-pocket maximums, which protect you from catastrophic costs. This is the most you have to pay for covered services in a plan year.

Network providers include Anthem Blue Access PPO providers in Indiana, BlueCard PPO providers nationally, and Blue Cross Blue Shield Global Core providers overseas. The CVS Caremark pharmacy network includes most retail chain pharmacies, such as CVS, Walmart, Target, and Kroger. Out-of-network services are covered but with higher out-of-pocket costs.

Transitioning to IU Blue Retiree Coverage at age 65

Approximately a month before your or your spouse

The Anthem U65 PPO HDHP includes coverage for medical, vision, and prescriptions.



Medical



Vision



Rx

turn age 65, the IU Benefits office will send you enrollment materials for the IU Blue Retiree Plan. You will also need to apply for Medicare. If you or your spouse are nearing age 65 and have not received an enrollment packet, contact IU Human Resources at askhr@iu.edu or 812-856-1234.

Dental Coverage

IU does not offer a retiree dental plan; however, continuation of your IU Dental Plan coverage is available for up to 18 months through COBRA. Dental coverage is also available for purchase from private insurance companies or can be paid out-of-pocket or with HSA funds.

COBRA Continuation Coverage

Medical Coverage

If you retire before age 65, you're offered two options for medical coverage: COBRA, which extends your existing employee coverage for up to 18 months or to age 65 (which ever comes first), or the Anthem Under 65 PPO HDHP. *If you retire at age 65 or older*, you're not eligible to elect COBRA medical coverage. Instead, you're required to enroll in Medicare, and can also enroll in the IU Blue Retiree plan to supplement your Medicare coverage. It's important to review all of your options to make sure you enroll in the coverage that makes the most sense for your situation.

Dental Coverage

If you're enrolled in the IU Dental Plan at retirement, you can elect to continue your coverage through COBRA for up to 18 months regardless of your age.

You're responsible for the full cost of COBRA premiums. Current monthly rates are available at hr.iu.edu/benefits/cobra.html.

Retirees Age 65 & Older

IU Blue Retiree Plan

The IU Blue Retiree Plan is designed specifically for IU retirees and spouses age 65 and older who are enrolled in "Original Medicare" (Parts A & B). It's not a standard commercial Medicare supplement (Medigap plan, though it acts in much the same way as a Medicare Plan G supplement. The most notable difference is that the IU Blue Retiree Plan covers the Part B deductible, while Plan G does not.

Make sure you review the *Medicare Coverage* section of this guide thoroughly to understand how this plan coordinates with Medicare.

Medical Coverage

Once you retire and enroll in Medicare, it becomes your primary insurer, meaning it pays first on your medical claims. However, Medicare doesn't cover everything, and has out-of-pocket expenses like deductibles, copays and coinsurance. That's where supplemental insurance — like the IU Blue Retiree Plan — comes in. This plan acts as secondary coverage, helping to reduce your out-of-pocket costs and providing additional benefits that Medicare doesn't offer. For example, the IU Blue Retiree

The IU Blue Retiree Plan coordinates with Original Medicare, and includes coverage for medical and vision.



Plan covers the cost of healthcare services you receive outside the U.S. and for skilled nursing in a facility after the Medicare benefit is exhausted. For medical care overseas, Medicare pays nothing and Anthem pays 100% of the charges. For skilled nursing facility visits, Medicare pays nothing after the first 100 days, where Anthem pays 80% of these charges (you pay 20%.

When a provider does not accept Medicare assignment, the IU Blue Retiree Plan pays excess charges above the Medicare-allowed amounts.

Vision Coverage

Enrollment in the IU Blue Retiree plan includes vision coverage through Anthem Blue View Vision, including an annual eye exam and savings on vision wear. Medicare does not generally cover routine eye exams, but Medicare Part B will cover an annual eye exam if you have diabetes or are at high risk for glaucoma.

Prescription Drug Coverage

To have coverage for prescriptions, you must enroll in a Medicare Part D plan. These plans are offered by private insurance companies approved by Medicare, and have a range of premiums. Learn more at [Medicare.gov](https://www.medicare.gov).

Dental Coverage

IU does not offer a retiree dental plan, nor does Medicare. If you need dental coverage in retirement, you have the option to continue your IU Dental Plan coverage for the 18 months immediately following your retirement through COBRA. The IU Blue Retiree Plan does offer an annual allowance for dental services (see Plan Summary for current amount. Dental coverage is also available for purchase from private insurance companies or can be paid out-of-pocket or with HSA funds.



Medicare Coverage

A basic understanding of Medicare is crucial to understanding how IU-sponsored retiree medical coverage works at age 65 and older. Medicare is the federal government's health insurance program for people age 65 and older. The following is only a summary of Medicare coverage. Full details are available at [Medicare.gov](https://www.medicare.gov).

"Original Medicare": Part A – Hospital and Part B – Outpatient

Medicare Parts A and B are collectively referred to as "Original Medicare."

Medicare Part A helps cover the cost of inpatient hospital stays, skilled nursing facility care, home health care, and hospice services. Typically there is no premium for Part A, but the participant is responsible for deductibles, coinsurance, and expenses after certain limits are reached.

Medicare Part B helps cover doctor visits, outpatient services and testing, certain home health services, ambulance services, mental health care, and durable medical equipment like wheelchairs and walkers. Benefits are generally subject to a 20% coinsurance after the deductible has been met. Additionally, many preventive and screening services are covered at no cost when received from providers who accept Medicare assignment (see the list of preventive services at [medicare.gov/coverage/preventive-screening-services](https://www.medicare.gov/coverage/preventive-screening-services)). To estimate your monthly premium cost, visit [medicare.gov/basics/costs/medicare-costs](https://www.medicare.gov/basics/costs/medicare-costs).

Part D – Prescription Drug Coverage

Medicare Part D provides optional prescription drug coverage through private insurance companies approved by Medicare. If you don't enroll when you're first eligible and don't have other creditable prescription drug coverage, you may have to pay a late enrollment penalty if you join a plan later. Coverage varies from basic to comprehensive, and monthly premiums differ based on the plan. These plans do not cover prescriptions filled overseas, and IU does not sponsor this type of plan.

Medicare Supplement Plans (e.g. IU Blue Retiree Plan, commercial Medigap plans)

Medicare supplement plans — commonly called Medigap plans — are offered by private insurance companies to help cover out-of-pocket costs not paid by Original Medicare (deductibles, coinsurance, copays, etc.). These plans are standardized by Medicare and typically named with a letter for easy comparison.

The IU Blue Retiree Plan, an employer-sponsored group supplement, most closely resembles a Medigap Plan G. A key difference is that the IU Blue Retiree Plan covers the Part B deductible, while Plan G does not.

The total cost for a Medicare supplement plan includes the monthly premium you pay to the private insurance company plus the Medicare Part B premium you pay to Medicare. With this combination you'll have little if any out-of-pocket medical costs. Prescription coverage is through Medicare Part D (a separate premium).

Part C – Medicare Advantage Plans

Medicare Advantage (or Part C) plans are an alternative to Original Medicare. Administered by private insurance companies, these bundled plans include Part A, Part B, and typically Part D. These plans are not standardized, so the premiums can vary widely depending on a number of factors including where you live, the insurance company you go through, the type of plan you choose (e.g., HMO, PPO), the benefits included, or the plan's rating.

Unlike a supplement plan combined with Original Medicare, these plans have out-of-pocket expenses when you receive medical care. This typically results in lower premiums, but much higher out-of-pocket expenses. These plans often have rules about accessing services, such as requiring referrals to see a specialist or requiring members to use a specific group of providers, doctors, facilities, and suppliers that belong to the plan's network.

A Medicare Advantage plan cannot be paired with a Medicare Supplement plan or with the IU Blue Retiree Plan, and IU does not sponsor this type of plan.

Learn more about the different parts of Medicare at [medicare.gov/health-drug-plans/health-plans](https://www.medicare.gov/health-drug-plans/health-plans).

Retirees Age 65 & Older

Comprehensive Coverage at Age 65 & Older

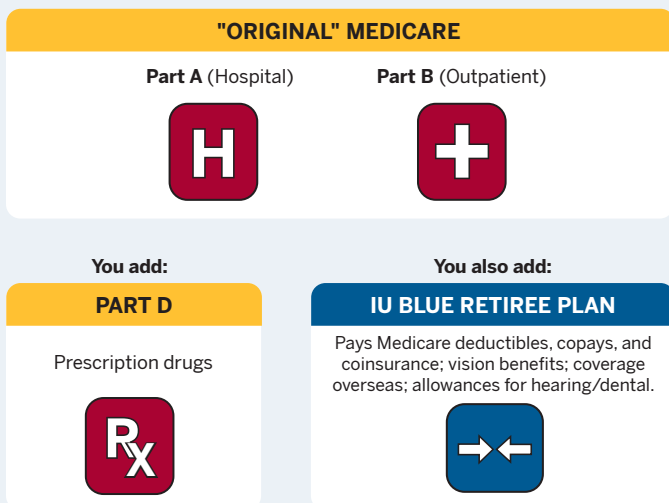
There are generally two ways that IU retirees achieve comprehensive health insurance coverage after age 65.

Option 1 – Medicare Part A & B + Part D + Medicare Supplement Plan (IU Blue Retiree)

1. Enroll in Original Medicare (Parts A & B).
2. Enroll in a Part D plan for prescription drug coverage.
3. Enroll in a supplement plan like the IU Blue Retiree Plan or a commercial Medigap plan to cover additional costs not covered by Medicare.

This option generally results in higher monthly premiums, but little to no out-of-pocket costs because the IU Blue Retiree Plan covers your Medicare deductibles, copays, and coinsurance. It also provides coverage overseas, and your premiums don't increase based on your age or gender.

Here is how your coverage would be set up under this option:



Option 2 – Medicare Advantage Plan (Part C)

A second option is to enroll in a Medicare Advantage Plan which bundles Medicare Parts A and B, and typically Part D, under one plan. This option generally results in lower monthly premiums, but much higher out-of-pocket costs. Medicare Advantage plans cannot be paired with a Medicare Supplement plan or with the IU Blue Retiree Plan, and IU does not sponsor this type of plan.

Enrolling in Medicare

Timing is crucial when signing up for Medicare. Understanding the different enrollment periods — and how they affect your coverage start date — is key to avoiding penalties, preventing gaps in coverage, and ensuring a smooth transition from your IU benefits.

Many people believe they must enroll in Medicare during their Initial Enrollment Period (IEP), which is the seven-month window around their 65th birthday. However, **if you're still covered by an employer-sponsored health plan you can delay Medicare enrollment past age 65 without a penalty.** This applies whether you're covered as an employee or through your spouse.

When you do eventually retire, you'll have eight months to sign up for Medicare penalty-free. This is called your Special Enrollment Period (SEP), which begins on the day your IU coverage ends. When you enroll during your SEP, your Medicare Part A coverage will be backdated up to six months, but not earlier than your 65th birthday.

This backdating is crucial to understand because once you enroll in Medicare, you are no longer eligible to make or receive tax-free contributions to a health savings account (HSA), and any contributions made by you or IU during this retroactive period could result in tax penalties. This would also apply if you apply for Social Security benefits after age 65 because you are automatically enrolled in Medicare Part A, retroactive up to six months, and cannot opt out unless you withdraw your Social Security application entirely. **Read the next section of this guide — Medicare & Your Health Savings Account (HSA) — carefully to understand if/how these rules apply to your situation.**

Before you decide to enroll in Medicare, you should first contact IU Human Resources to understand the potential impact on your IU benefits. When you're ready to enroll, visit [Medicare.gov](https://www.medicare.gov) or call your local Social Security office for assistance.

Medicare & Your Health Savings Account (HSA)

Once you're enrolled in Medicare, you're no longer eligible to make or receive tax-free contributions to an HSA. This means that any contributions made by you or the university after your Medicare coverage begins are considered ineligible and are potentially subject to a 6% excise tax and income taxes until they're removed from your account. Additionally, if you lose your HSA eligibility partway through the year, your annual contribution limit (the most you can contribute to your account during the year) is prorated based on the number of months you were eligible (i.e., not enrolled in Medicare).

Options to help you avoid these taxes and penalties, and instructions to calculate your prorated contribution limit, are described below.

Option 1 – Stop all HSA contributions before your Medicare coverage begins

To potentially avoid both the excise and income taxes, you can stop all contributions to your HSA before your Medicare coverage begins. This requires careful planning because Medicare coverage can be backdated up to six months:

- If you **retire before/at age 65** and enroll during your IEP (the 7-month period around your 65th birthday), your Medicare coverage will begin on the first day of the month you turn 65 or on the first day the month following enrollment. Review the [When does Medicare coverage start](#) page on Medicare's website for details.
- If you **retire after age 65** and enroll during your SEP (8-month period that begins when you lose your employee health coverage), your Medicare coverage will be backdated up to six months, but no earlier than the month you turned 65.
- If you **apply for Social Security benefits at age 65 or older**, you'll be automatically enrolled in Medicare Part A without the option to dis-enroll. In this case, your Medicare coverage will be backdated up to six months, but no earlier than the month you turned 65.

To stop HSA contributions, complete the *HSA Enrollment/Change Form*, found under Forms & Resources on the WEX website at benefit-info.com/iu. Keep in mind that HSA contributions cannot be stopped retroactively, so if you wish to take advantage of this option you need to plan ahead.

Option 2 – Remove the excess/ineligible HSA contributions from your account

Medicare's retroactive start dates can make you ineligible for tax-free HSA contributions for several months of the current or prior tax year. Because you can only make tax-free HSA contributions for the months you're eligible — i.e. before your Medicare coverage begins (including any retroactive months — you'll first have to calculate your prorated contribution limit for each affected tax year. Any contributions made by you or the university in excess of your prorated contribution limit are considered ineligible ("excess" and must be withdrawn from your account through the following process:

- **Step 1: Calculate your prorated HSA contribution limit.** HSA contribution limits are based on the tax year (January – December). If you're ineligible for tax-free HSA contributions for one or more months of the year, the IRS requires you to prorate your annual contribution limit based on the number of months you were eligible. See [IRS Publication 969](#) for details.
- **Step 2: Determine if you contributed too much.** Compare your prorated contribution limit to the total contributions you and IU made to your account to identify any excess.
- **Step 3: Withdraw the excess contributions and pay income taxes on them.** Initiate the withdrawal of any excess contributions by submitting an *HSA Distribution Request Form*, which can be found under Forms & Resources at benefit-info.com/iu. Reporting requirements for excess contributions are detailed in the [Instructions for IRS Form 8889](#).

If you complete the withdrawal process before December 31, you can report the withdrawn funds as taxable income on your annual tax return and avoid any penalties. If you've already spent the funds, the IRS will apply a 6% excise tax on the excess amount every year until it's corrected.

Due to the complexity of the IRS rules and the potential tax implications, we strongly recommend consulting a qualified tax advisor. They can help you calculate your prorated contribution limit, navigate the correction process, and ensure compliance with IRS guidelines to avoid penalties. Questions about the withdrawal form or process can be directed to WEX at IUsupport@wexinc.com.

Monthly Premium Examples

Monthly Premium Examples

Your age when you retire, and the age or employment status of any enrolled family members, will be important factors when choosing a medical plan. When thinking about your options, be sure to keep these guidelines in mind:

- You, your spouse and your dependents must be continuously enrolled in an IU medical plan — as an employee, dependent, retiree, etc. — to remain eligible for coverage. You cannot re-enroll after you waive coverage.
- If your spouse is an active IU employee when you retire, you can continue coverage as a dependent on their IU plan.
- You and your spouse/dependents can enroll in different IU retiree medical plans if one of you is under age 65 and the other is age 65 or older.
- You must be enrolled in Medicare Parts A & B to enroll in the IU Blue Retiree Plan. You also need to enroll in a Medicare Part D plan to have prescription drug coverage.

The following examples illustrate how age and employment can impact plan elections and premiums.



Carey—Age 65
(IU Retiree)



Jo—Age 63
(Non-IU Spouse)

When Carey turns 65, she retires with IU Retiree Status. Carey and her spouse Jo, a 63-year-old retired principal, both enroll in IU retiree medical coverage:

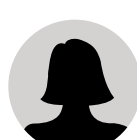
- **Carey** – IU Blue Retiree Plan (plus Medicare Parts A, B, & D)
- **Jo** – Anthem U65 PPO HDHP

When Jo turns 65, she can enroll in Medicare and the IU Blue Retiree Plan.

| Plan | Carey | Jo |
|-----------------|-------|--------|
| Medicare A | Free | n/a |
| Medicare B | \$\$ | n/a |
| Medicare D (Rx) | \$ | n/a |
| Blue Retiree | \$\$ | n/a |
| Anthem PPO HDHP | n/a | \$\$\$ |



Paul—Age 66
(IU Retiree)



Mimi—Age 62
(IU Spouse)

When Paul turns 66, he retires with IU Retiree Status. Mimi continues working and enrolls Paul on her IU employee medical plan as a dependent. This allows Paul to delay Medicare enrollment.

When Mimi retires from IU at age 65, she and Paul both enroll in Medicare Parts A, B, and D, and the IU Blue Retiree Plan.

| Plan | Paul | Mimi |
|-----------------|------|------|
| Medicare A | Free | Free |
| Medicare B | \$\$ | \$\$ |
| Medicare D (Rx) | \$ | \$ |
| Blue Retiree | \$\$ | \$\$ |
| Anthem PPO HDHP | n/a | n/a |

What's the real cost of retiree health insurance?

When weighing your options, remember that **your monthly premium is only part of the cost for coverage**. Plans with lower premiums will generally have higher out-of-pocket costs, and plans with little or no out-of-pocket costs will generally have higher premiums.

For example, you will likely pay higher premiums for the IU Blue Retiree Plan (plus Medicare Parts A, B, & D) versus a Medicare Advantage (Part C) plan, but the IU plan offers many advantages:

- Medicare deductibles, copays, and coinsurance are paid by IU Blue Retiree Plan
- You can see any provider that accepts Medicare
- Coverage is available overseas
- No referrals or prior authorization required to see specialists

Online & Mobile Resources for Retirees

Use the resources listed below to constantly have your benefits at your fingertips.

All Retirees

Telehealth - LiveHealth Online

Participation in the IU Blue Retiree Plan or the Anthem PPO HDHP includes 24/7 access to LiveHealth Online, Anthem's telehealth service. LiveHealth Online gives you 24/7 access to board-certified doctors from your smartphone, tablet, or computer with a webcam. Visits typically last around 10 minutes and only cost around \$59 per visit. The doctor can assess your condition, provide treatment options and even send a prescription to the pharmacy of your choice, if needed.

Anthem LiveHealth Online also offers online psychology, psychiatry, dermatology, and allergy services as well as specialized pediatric medical practitioners. For more information or to sign up visit [LiveHealthOnline.com](https://www.livehealthonline.com) or download the mobile app.



Anthem's Mobile App - Sydney Health

Sydney Health is designed to deliver a simple, intuitive and more personal way to get information about your plan, your health, and lots more. Count on Sydney to help you manage claims, track your spending, find care, understand your benefits, and get important information for you and everyone on your plan. You can also research and compare costs for healthcare services.

Through Sydney's assistance you can ask about recent claims, quickly access your ID card, and understand important details about your benefits. Ready to get started? Add Sydney to your mobile device today.



Retirees Age 65 & Older

Medicare What's Covered App

Not sure if Medicare will cover your medical test or service? Medicare's free "What's Covered" app delivers accurate cost and coverage information right on your smartphone. Now you can quickly see whether Medicare covers your service in the doctor's office, the hospital, or anywhere else you use your phone.

Search or browse to learn what's covered and not covered; how and when to get covered benefits; and basic cost information. You can also get a list of covered preventive services. What's Covered is available for free on both the App Store and Google Play.



SilverSneakers GO

SilverSneakers GO is the fitness companion app that makes it easy for you to get fit, stay active, and develop healthy exercise habits. With this app you're getting:

- Workout programs tailored to your fitness levels
- Quickly find nearby SilverSneakers locations and classes
- Schedule activities like your favorite class, gym visits, and outdoor activities like walking
- Get notifications for your scheduled activities
- Learn new exercises with easy-to-follow videos
- Rate your workout experiences
- Log completed workouts & keep track of progress

Download the SilverSneakers GO app from the App Store or Google Play to get started.



Benefits That End in Retirement

Benefits & Programs that End in Retirement

Enrollment in most IU-sponsored benefits and programs will end when you retire. The section below provides a summary of each benefit plan and your rights and privileges after retirement. Review the *Benefits After Separation* guide at hr.iu.edu/benefits/rights/groups-index.html for contacts and follow-up actions that are required to take advantage of any residual value that these benefit plans may provide.

Group Life Insurance

When you retire from the university, participation in IU's Basic and Supplemental Life Insurance plans end as of your date of retirement. Dependent/spouse coverage ends at the same time. Upon retirement with IU Retiree Status, the university will automatically enroll you in a \$6,000 Retiree Life Insurance benefit. This policy covers only the retiree and is fully paid by the university.

Coverage for the difference between the amount of Basic Life Insurance and the amount of the retiree benefit may be converted or ported to an individual policy without providing proof of good health. Supplemental Life Insurance may also be converted or ported up to the amount of coverage you held at the time of retirement. Your covered dependents may also purchase an individual policy up to the amount of coverage that was held at the time of your retirement.

To convert or port a policy, you must submit an application and pay the initial premium to the plan underwriter, The Standard, within 31 days of your retirement. Instructions and applications are available on the IU Benefits site at hr.iu.edu/benefits/basic.html.

Are your beneficiaries up-to-date?

Beneficiary designations override any instructions in a will. If your beneficiaries are outdated, your assets could end up in the wrong hands, leaving your unnamed beneficiary with little legal recourse, if any.

Visit hr.iu.edu/bcc/programs/beneficiaries.html for step-by-step instructions to review and update the beneficiaries on your IU accounts and policies, including your IU Retiree Life Insurance.

Supplemental AD&D Insurance

When you retire from the university, participation in IU's Supplemental AD&D plan ends as of your date of retirement. Dependent and/or spouse coverage ends at the same time.

You can convert your Supplemental AD&D coverage to an individual policy without providing proof of good health as long as you're under age 70. Your covered dependent(s) may also purchase an individual policy up to the amount of coverage that was held at the time of your retirement.

To convert a policy, you must submit an application and pay the initial premium to the plan underwriter, The Standard, within 31 days of your retirement. Conversion information and applications are available on the IU Benefits website at hr.iu.edu/benefits/pai.html.

Critical Illness Insurance

When you retire from the university, participation in IU's Critical Illness plan ends as of your date of retirement. Dependent and/or spouse coverage ends at the same time.

You can convert your Critical Illness coverage to an individual policy without providing proof of good health. Your covered dependent(s) may also purchase an individual policy up to the amount of coverage that was held at the time of your retirement.

To convert a policy, you must submit an application and pay the initial premium to the plan underwriter, The Standard, within 31 days of your retirement. Conversion information and applications are available on the IU Benefits website at hr.iu.edu/benefits/critical.html.

Long-Term Disability

When you retire from the university, participation in IU's LTD plan ends as of your date of retirement. There are no options to continue or convert your coverage.

Health Savings Account (HSA)

When you retire from the university and your participation in the university's high deductible health plan (the Anthem PPO HDHP) ends, your participation in the HSA also ends. WEX will automatically convert your account to an individual HSA, and you will be responsible for any account

maintenance fees going forward. You can choose keep your account with WEX or transfer it to another HSA provider, such as your bank or Fidelity. If you stay with WEX, you can continue to [access your account online](#) and use your IU Benefit Card for purchases.

The funds in your HSA are yours to keep. You can leave the money in your account to accrue interest, invest it, or use it tax-free for qualified health expenses, including for Medicare and COBRA premiums. You can also use your HSA funds for non-medical expenses after age 65 without a penalty, but those withdrawals will be taxed as income.

Once you're enrolled in Medicare, you're no longer eligible to make or receive tax-free contributions to your HSA. However, as long as you're enrolled in an HDHP (such as through COBRA or IU's retiree medical plan for those under age 65, you can make *after-tax* contributions which are deductible on your federal tax return.

Flexible Spending Accounts

When you retire from the university, participation in the healthcare and dependent care FSAs ends as of your date of retirement.

For the healthcare FSA only, you can extend the amount of time you have to incur eligible expenses by electing COBRA continuation coverage through WEX on a month-by-month basis through December 31 of the year you retire. You will receive a COBRA notice, election form, and instructions from WEX.

Regardless of whether you choose to continue enrollment through COBRA, claims for expenses must be submitted by the deadline of the following plan year (February 28 for Healthcare FSA claims; April 15 for Dependent Care FSA claims. Any unclaimed funds after these dates will be forfeited, and per IRS rules, cannot be returned to you.

Employee & Family Support

Eligibility for the following family and well-being benefits will also end as of your date of retirement:

- 24-Hour Nurse Line
- Care.com premium membership
- Diabetes and hypertension management programs
- Marathon Health employee health centers
- SupportLinc employee assistance program (EAP)
- Weight Watchers

Retirement Plans

All contributions to your IU-sponsored retirement plans end when you retire, but you have options for the funds in your accounts. During your final years of employment, you should meet with your investment vendor(s) on a regular basis to clarify any questions you may have about your accounts or your income options after retirement. Meetings with retirement planners from Fidelity and PERF are available at no cost to IU employees and retirees.

Approximately 3–6 months prior to your retirement date you should contact your investment vendor(s) to review your account projections and request retirement applications.

- **PERF participants:** Contact INPRS at 844–464–6777. You can also complete your retirement application by logging in to your account at [inprs.voya.com](#) (processing can take up to 90 days).
- **All other IU-sponsored retirement plans:** Schedule an appointment with one of IU's dedicated Fidelity Workplace Financial Consultants at 800–642–7131. If you have funds remaining at TIAA, contact them at the number listed on your account statement.

It's important to note that federal law requires you to start taking distributions from your retirement accounts by April 1 of the year following the later of the year you reach age 73 or the year you retire. This is known as a required minimum distribution or RMD. Failure to withdraw the required minimum distribution annually by the applicable deadline can result in substantial tax penalties.

Separation Pay for Staff

Approximately 2–3 months prior to your retirement date, contact askhr@iu.edu and ask for a separation payout estimate. You may also request help in setting up a rollover of some or all of these funds to a supplemental retirement account to defer the taxes on your final payout, if desired. To learn about the types and amounts of time off accruals that are eligible for separation pay, review the *Benefits After Separation Guide*, available at hr.iu.edu/benefits/rights/groups-index.html.

Federal Notices

Employers like IU are required to provide notices about the rights and responsibilities participants have related to healthcare coverage. For the full text of these notices visit hr.iu.edu/benefits/federal_notices.htm.

ACA Health Insurance Marketplace

This notice provides basic information about the ACA Health Insurance Marketplace that took effect January 1, 2014, and health coverage offered by IU which meets the affordability and minimum value standards defined by ACA.

COBRA

Employees and their covered dependents have the opportunity for a temporary extension of medical and dental coverage at group rates in the event that coverage would otherwise end.

Healthcare Coverage for Children

Children of employees who have not yet reached age 26 are eligible to enroll in IU-sponsored healthcare coverage. This includes children whose coverage ended or who were previously ineligible for coverage due to marriage or tax dependent status.

Medicare Prescription Drug Coverage

The university's employee prescription benefit allows covered individuals to delay enrolling in Medicare prescription coverage without penalty as long as enrollment takes place within 63 days of IU coverage ending.

Newborns and Mother's Health Protection Act (NMHPA)

Benefits for hospital length of stay in connection with childbirth, for the mother or newborn child, may not be restricted beyond minimum guidelines as described in this act. IU meets this requirement.

No Surprises Act

When you get emergency care or are treated by an out-of-network provider at an in-network hospital or ambulatory surgical center, you're protected from surprise billing or balance billing.

Notice of Privacy Practices

IU maintains the privacy of Protected Health Information



(PHI) that is received or created by its healthcare plans. PHI is only used for the payment, treatment, or operations of its healthcare plans consistent with federal and state privacy laws.

Notice of Special Enrollment Rights

IU employees may change health care coverage during the year when there are specified changes in their status and there is immediate notification to the employer. Guidelines for these changes and notification parameters are detailed in this Federal Notice.

Premium Assistance Under Medicaid and the Children's Health Insurance Program (CHIP)

If you or your children are eligible for Medicaid or CHIP and you're eligible for health coverage from IU, the State of Indiana may have a premium assistance program that can help pay for coverage.

The Uniformed Services Employment and Reemployment Rights Act (USERRA)

USERRA establishes employee eligibility and job entitlements, employer obligations, benefits, and remedies under the Act.

Women's Health and Cancer Rights Act (WHCRA)

The mastectomy and reconstruction benefits provided under IU medical plans meet all the requirements of the WHCRA.

Customer Service

Indiana University

For questions or one-on-one consultations contact:

IU Human Resources 812-856-1234 | askhr@iu.edu

To learn about residual value of employee benefits:

IU Benefits After Separation: hr.iu.edu/benefits/rights/groups-index.html

For information or assistance with your retirement plan accounts:

Fidelity 800-343-0860 | netbenefits.com/Indiana

PERF 844-GO-INPRS | in.gov/inprs

Federal & State

Medicare 800-MEDICARE (633-4227 | [medicare.gov](https://www.medicare.gov))

Social Security Administration 800-772-1213 | ssa.gov

State Health Insurance Assistance Program (SHIP) shiptacenter.org

Local, in-depth, unbiased insurance counseling and assistance for Medicare-eligible individuals, families, and caregivers.

Health Insurance Marketplace 800-318-2596 | [Healthcare.gov](https://www.healthcare.gov)

The official federal government website where individuals can shop for, compare, and enroll in health insurance plans, qualify for subsidies or financial assistance (like premium tax credits or cost-sharing reductions, and learn about Medicaid and the Children's Health Insurance Program (CHIP) eligibility.

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HUMAN RESOURCES

Phone: **812-856-1234**

Email: **askhr@iu.edu**

Web: **hr.iu.edu**

This brochure provides a summary of the benefits and perks available to Indiana University retirees. While we strive for accuracy, this information is subject to the detailed provisions outlined in the official plan documents and insurance certificates. In the event of any discrepancies, the official plan documents will take precedence. Additionally, any Medicare-related information included in this brochure is for summary purposes only and does not constitute expert guidance. For complete details and official plan provisions, please refer to [Medicare.gov](https://www.medicare.gov).

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