IU RETIREE STATUS

What is It?
## IU Retiree Status

*Based on Age and Years of Service*

<table>
<thead>
<tr>
<th>Age at Termination</th>
<th>Minimum Years of Active Full-time IU Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>55</td>
<td>30</td>
</tr>
<tr>
<td>56</td>
<td>28</td>
</tr>
<tr>
<td>57</td>
<td>26</td>
</tr>
<tr>
<td>58</td>
<td>24</td>
</tr>
<tr>
<td>59</td>
<td>22</td>
</tr>
<tr>
<td>60*</td>
<td>20</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Age at Termination</th>
<th>Minimum Years of Active Full-time IU Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>61*</td>
<td>18</td>
</tr>
<tr>
<td>62*</td>
<td>16</td>
</tr>
<tr>
<td>63</td>
<td>14</td>
</tr>
<tr>
<td>64</td>
<td>12</td>
</tr>
<tr>
<td>65</td>
<td>10</td>
</tr>
</tbody>
</table>

* Employees covered by the PERF retirement plan: Retiree status is reached with at least 15 years of IU service for employees separating at ages 60, 61, or 62.
What Counts Toward “Years of Service”

Years of IU Service = Full-time, appointed service excluding periods of leave without pay

- Sabbatical leaves and leaves for “research of distinction” are counted.
- Years of IU service are pro-rated for ages that fall between the ages listed in the chart.
Key IU Retiree Benefits

• Medical (includes vision)
• Life Insurance - $6,000
• IU Tuition Benefit
• Other Courtesies
  • Retain IU Email Address
  • Other Campus-specific services
    • Parking discounts
    • Library, research access
    • Cultural and sports events
Medical Plan Options
IU Retiree Medical Plan Eligibility

Initial eligibility requires that you:

- Have IU Retiree Status, and
- Be covered by an IU-sponsored medical plan as an employee or spouse of an IU employee at the time of separation.
- Eligible spouses and children (through age 25) are those covered on an IU medical plan at the time of separation.

To continue to be eligible you must remain continuously covered on an IU-sponsored plan.
IU Retiree Medical Plan Options

Under Age 65:

• IU coverage through IU spouse
• COBRA (continue current IU medical plan)
• IU Retiree Anthem PPO HDHP

Age 65+ (Medicare eligible):

• IU coverage through IU spouse
• IU Blue Retiree Plan
IU RETIREE STATUS

Under Age 65 Options
Medical Premiums (2020)

Retire (Under Age 65)

COBRA (18 Months)

COBRA Rates:
hr.iu.edu/benefits/cobra.html
- Anthem PPO $500
- Anthem PPO HDHP
- IU Health HDHP

Under 65 (Anthem PPO HDHP)

Anthem U65 PPO HDHP Rates:
- One Participant $362.69
- Participant & Child(ren) $693.93
- Retiree & Spouse $966.00
- Retiree & Family $1,093.79
Advantages of IU-Sponsored PPO Coverage

• The premium is not based on age or tobacco use.
• Not based on where you live
• Not an HMO or limited network
• Enhanced prescription drug coverage
• Meets the continuous enrollment criteria to bridge to IU Anthem Blue Retiree supplement plan
• For most retirees similar or lower premium and higher benefits than the ACA Marketplace
Dental Premiums (2020)

COBRA Rates:
- One Participant: $39.35
- Participant & Child(ren): $70.87
- Retiree & Spouse: $92.44
- Retiree & Family: $134.83
IU RETIREE STATUS

Age 65+ Options
www.medicare.gov
Medicare Basics

**“Original” Medicare**
- Part A – Hospital insurance (no premium)
- Part B – Professional/outpatient insurance (doctors, physical therapy, home health, etc.)

**Prescription**
- Part D – Prescription Coverage

**Medicare Advantage**
- Part C – Private plans approved by Medicare; (includes Parts A, B, and most often D)
Medicare Basics

• **Initial Enrollment Period** = 7–month period around your 65\textsuperscript{th} birthday

• **If you begin receiving Social Security retirement income** (e.g., age 62 or after):
  – You’ll automatically be enrolled in Medicare Part A
  – Whether actively employed or already retired
  – When you or your spouse use your Social Security Income benefits

• **Special Enrollment Period** = 8 month period after employee coverage ends (No special enrollment when on COBRA)

• **Late penalties apply for enrolling outside enrollment periods**
IU RETIREE STATUS

Age 65+ Options
Original Medicare + Supplement Plans
Age 65+ IU-Sponsored Option

- Coordinates with “Original Medicare” (Parts A and B) like a Medicare Medigap/Supplement plan.
- Pays Medicare deductibles and co-pays/co-insurance.
- Covers medical expenses out of the country with no dollar maximums.
- Does not include prescription coverage (you must also elect a Medicare Part D plan to have prescription coverage)
## Age 65+ IU-Sponsored Option
### Blue View Vision

<table>
<thead>
<tr>
<th>Service</th>
<th>In-Network Provider – Members Pays</th>
<th>Out of Network Provider – Member Pays</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual comprehensive eye exam and refraction</td>
<td>$5 copay, no deductible</td>
<td>Costs above a $42 allowance</td>
</tr>
<tr>
<td>Eyeglass frames* (Once every 24 months)</td>
<td>$130 allowance, then 20% off any remaining balance</td>
<td>Costs above a $45 allowance</td>
</tr>
<tr>
<td>Standard eyeglass lenses* (Once every 12 months)</td>
<td>$20 copayment</td>
<td>Costs above $40–$80 allowance (depends on type of lenses)</td>
</tr>
<tr>
<td>Contact lenses* (Once every 24 months)</td>
<td>Specific allowances and discounts for elective and non-elective contact lenses. Highest level of benefit in-network. Some enhancements are not covered out-of-network.</td>
<td></td>
</tr>
</tbody>
</table>

*Medicare does not generally cover routine routine eye exams for eyeglasses or contact lenses. However, Medicare Part B will cover an annual eye exam if you have diabetes or are at high risk for glaucoma.
## Age 65+ IU-Sponsored Option

### Anthem Blue Retiree

<table>
<thead>
<tr>
<th>Service</th>
<th>Medicare Pays</th>
<th>Blue Retiree Pays</th>
<th>Member Pays</th>
</tr>
</thead>
<tbody>
<tr>
<td>Routine Dental Exam</td>
<td>$0</td>
<td>$50</td>
<td>Amounts above $50</td>
</tr>
<tr>
<td>Hearing Exam</td>
<td>$0</td>
<td>$50</td>
<td>Amounts above $50</td>
</tr>
<tr>
<td>Annual Physical Exam</td>
<td>$0</td>
<td>Up to $150</td>
<td>Amounts above $150</td>
</tr>
</tbody>
</table>
Silver Sneakers

YOUR KEY TO A FULLER, HEALTHIER LIFE

SilverSneakers® is a program designed with you in mind. You have the opportunity to join a group of like-minded people focused on maintaining good health and independence.

THE SILVERSNEAKERS EXPERIENCE
SilverSneakers is much more than an exercise program—it’s a way for you to achieve your best health in mind, body and spirit.

- A no-cost fitness benefit with access to 15,000+ fitness locations nationwide
- The ability to enroll at multiple locations at any time
- Guidance from dedicated fitness staff
- Online resources (SilverSneakers On-Demand™ workout videos, fitness location directory, articles, and more)

Signature SilverSneakers classes designed for all fitness levels and led by trained instructors
SilverSneakers FLEX® classes offered outside the traditional gym setting
The SilverSneakers GO™ app with adjustable workouts, reminders and more
Social connections through events such as shared meals, holiday celebrations, and class socials

88% of participants say SilverSneakers has improved their quality of life.1
58% of participants report that they have made new and valuable friendships through SilverSneakers.2
88% discovered they could do more than they thought possible.1

LET'S GET STARTED
Enroll in as many locations as you like and take part in fitness classes, use gym amenities and participate in events in your community.2

1. Start Here
2. Take a Tour
3. Start Your Routine

Go to SilverSneakers.com/StartHere to get your SilverSneakers membership ID and find fitness locations that are right for you.

Questions? Call 1-888-423-4632 (TTY: 711) Monday through Friday, 8 a.m. to 8 p.m. ET

ININDIANA UNIVERSITY
SilverSneakers

3. 2017 SilverSneakers Annual Participant Survey

SilverSneakers, the SilverSneakers shoe logo, and SilverSneakers FLEX are registered trademarks of Tivity Health, Inc. SilverSneakers On-Demand and SilverSneakers GO are trademarks of Tivity Health, Inc. © 2018 Tivity Health, Inc. All rights reserved. INU010909MBR170718_10-15
Blue Retiree Cost of Coverage

- Retiree pays the full cost of the premium.
- Premiums change annually (up or down), but not based on age.

<table>
<thead>
<tr>
<th>Coverage Level</th>
<th>2019</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>One Participant</td>
<td>$184.95</td>
<td>$195.67</td>
</tr>
<tr>
<td>Retiree and Spouse</td>
<td>$368.62</td>
<td>$390.06</td>
</tr>
</tbody>
</table>

Calculate Total Cost

Medicare Supplement Plan (IU Blue Retiree) + Medicare Part B (~ $136 for most incomes) + Medicare Part D Rx Plan ($13–$75, avg. $25) = Total Cost
Premiums

Other Commercial Supplement Plans

• Pricing of plans:
  – Issue-age-rated (premium based on age at time of enrollment)
  – Attained-age-rated (premium increases with age each year)
  – Community rated (premium not based on age)
• “Introductory” discount premium
• After your Special Enrollment Period, you can be denied coverage, have coverage delayed, or have the premium based on health factors.
IU RETIREE STATUS

Age 65+ Options
Non-IU Option: Medicare Advantage Plans
Medicare Advantage

- Medicare Part C = Alternative to Original Medicare (A & B)
- Lower premiums
- Higher out-of-pocket costs for services (co-pays for office visits, each day in the hospital, prescriptions, etc.)
- IU does not sponsor a Medicare Advantage plan, but Anthem and IU Health do sell these types of plans.
IU RETIREE STATUS

Election/Premium Examples
Scenario #1

While Kate Employed at IU:

- Kate covers herself and spouse on employee medical plan.
- Her spouse, Mike, age 63, is a retired principal.

After Kate’s Retirement:

- When Kate turns 65 she retires from IU with official Retiree Status.
- Both elect IU Retiree coverage:
  - **Kate**: IU Anthem Blue Retiree Plan for 65+
  - **Mike**: IU Anthem PPO HDHP for U65
- When Mike turns 65 he can switch to the IU Blue Retiree plan—the same plan as Kate.
# Kate & Mike’s Monthly Premiums

<table>
<thead>
<tr>
<th>Plan</th>
<th>Kate’s Premium</th>
<th>Mike’s Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medicare A</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Medicare B*</td>
<td>$145.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Medicare D (Rx)**</td>
<td>$25.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Blue Retiree</td>
<td>$196.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>U65 Anthem HDHP</td>
<td>$0.00</td>
<td>$363.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$366.00</strong></td>
<td><strong>$363.00</strong></td>
</tr>
</tbody>
</table>

**Total = $729/month**

**Medicare D plans vary in coverage and premium: $13 to $75**

---

**INdiana University Human Resources**
Scenario #2

While Both Employed at IU:

• Each covers self on employee medical plan.

After Paul’s Retirement:

• When Paul turns 66 he retires from IU with official Retiree Status.
• Janet continues working and enrolls Paul on her employee plan as a dependent (he delays Medicare).
• When Janet retires from IU at age 65, she and Paul each enroll in Medicare A, B, & D and the IU Blue Retiree plan. (Paul has IU Retiree Status and has been continuously covered by an IU plan.)
Paul & Janet’s Monthly Premiums

<table>
<thead>
<tr>
<th>Plan</th>
<th>Kate’s Premium</th>
<th>Mike’s Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medicare A</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>Medicare B*</td>
<td>$145.00</td>
<td>$145.00</td>
</tr>
<tr>
<td>Medicare D (Rx)**</td>
<td>$25.00</td>
<td>$13.00</td>
</tr>
<tr>
<td>Blue Retiree</td>
<td>$196.00</td>
<td>$196.00</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$366.00</strong></td>
<td><strong>$354.00</strong></td>
</tr>
</tbody>
</table>

**Total = $720/month**

**Medicare D plans vary in coverage and premium: $13 to $75**
Scenario #3

While Both Employed at IU:
• Each cover self on employee medical plan.

After Dave’s Retirement:
• When Dave turns 66 he retires from IU with official Retiree Status.
• Wes continues working and enrolls Dave on his employee plan as a dependent (he delays Medicare).
• Wes later takes a job with Lilly.
  – Both could enroll in IU retiree coverage at that time, (since Dave maintained continuous IU coverage), but instead they enroll with Wes’ new employer.
• When Wes leaves Lilly at age 65, neither he nor Dave are eligible for IU-sponsored retiree coverage.
  – Dave has IU Retiree Status, but was not continuously covered through IU.
IU RETIREE STATUS

Tools & Resources
Anthem Sydney Health App

- Log in easily and securely with your anthem.com credentials.
- Always have your member ID card with you.
- Estimate costs so you can plan ahead.
- Find a doctor or urgent care and get directions. View ratings and reviews.
- Check copays, deductibles and more.
- Review claims.
- Securely send and receive messages about your plan.
Medicare ‘What’s Covered’ App

- Quickly see whether Medicare covers your service in the doctor’s office, the hospital, or anywhere else
- Delivers general cost, coverage and eligibility details for items and services covered by Medicare Part A & B
- Answer your Medicare coverage questions
- See information about your costs
- Learn about covered items & services
- Browse free preventive services
Silver Sneakers GO

- Strength, flexibility and walking programs customized for beginners, intermediate and advanced users.
- Schedule workouts and activities, with helpful in-app reminders.
- Easy workout modifications; users can switch recommended exercises from easier to harder depending on preferences and ability.
- Provides animated GIFs and videos with step-by-step instructions on how to perform recommended exercises.
IU Human Resources

The IU Human Resources Customer Care Team is here to assist you in all matters related to your employment at Indiana University. Starting from when you begin your career, continuing through your service, and providing a seamless transition as you complete your employment journey – we are here for you.

askHR

T: 812-856-1234
F: 812-855-3409

askHR@iu.edu