IU Retiree Status & Benefits

Karen Hill
Retiree Benefits Specialist, IU Human Resources

September 23, 2021
SECTION 1

What is IU Retiree Status?
IU Retiree Status

Based on **AGE** and **YEARS OF IU 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>

Age at Termination | Minimum Years of Active Full time IU Service
<table>
<thead>
<tr>
<th></th>
<th></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 towards “Years of IU Service”

**Years of IU Service = Full-time appointed service**
(some periods of leave without pay may not be counted)

- Contact AskHR to inquire about your “Years of Service” calculation for Retiree Status
- Sabbatical leaves and leaves for research of distinction are counted
- Years of IU service pro-rated for ages that fall between the ages listed in the chart
Key Retiree Benefits

Medical (includes vision)

Life Insurance - $6,000

IU Tuition Benefit

Other perks/privileges:

• Retain IU email address
• Other campus-specific services:
  – Parking discounts
  – Library, research access
  – Cultural and sporting events
  – IU Retiree Association membership (Retired Faculty and Staff)
  – Emeriti House (Retired Faculty and Librarians)
  – IUPUI Senior Academy membership (IUPUI Faculty and Staff)
SECTION 2
Retiree Medical Plan Options
Eligibility for IU Retiree Medical Coverage

**Initial** eligibility requires that you:

1. **Have** [IU Retiree Status](#); and
2. **Are 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.
3. Enroll in COBRA or Retiree coverage **within 60 days** of your retirement date

**Continued** eligibility requires that you remain continuously covered on an IU-sponsored plan.
IU Medical Plan Options

Under Age 65:
• IU coverage through IU spouse
• COBRA (continue current IU plan)
• Anthem Under 65 PPO HDHP

Age 65 & Up (Medicare eligible):
• IU coverage through IU spouse
• IU Blue Retiree Plan
SECTION 2

Retiree Medical Plan Options

Under Age 65
Advantages of IU Coverage

•Premiums not based on age/tobacco use
•Not based on where you live
•Not an HMO or limited network
•Enhanced prescription drug coverage
•Meets continuous enrollment criteria to bridge to IU Blue Retiree plan
•For most, similar/lower premiums and higher benefits than ACA Marketplace plans
Monthly Medical Premiums (2021)

Under Age 65

COBRA Medical
(18 Months)

Anthem PPO $500
$942 - $2,830
Anthem PPO HDHP
$394 - $1,187
IU Health HDHP
$335 - $1,010

COBRA Rates (see hr.iu.edu/benefits/cobra.html)

Anthem U65
PPO HDHP Rates
One Participant
$ 393.70
Participant & Child(ren)
$ 753.25
Retiree & Spouse
$ 1,048.58
Retiree & Family
$ 1,187.30

Anthem U65 PPO HDHP Rates
Monthly Dental Premiums (2021)

Under Age 65

COBRA Dental (18 Months)

COBRA Rates
- One Participant: $39.79
- Participant & Child(ren): $71.65
- Retiree & Spouse: $93.46
- Retiree & Family: $136.31
SECTION 3

Retiree Medical Plan Options

Age 65 & Up
Medicare Website – Medicare.gov
Medicare Basics

"Original" Medicare

PART A
HOSPITAL
No premium

PART B
OUTPATIENT
Professional and outpatient services (doctor visits, therapy, home healthcare, etc.)

PART C
MEDICARE ADVANTAGE
Private plans approved by Medicare (includes Parts A, B, and often D)

PART D
PRESCRIPTION

ROAD TO RETIREMENT
Medicare Basics

- **Initial Enrollment Period** = 7 month period around your 65th 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 after COBRA)
- Penalties apply for enrolling **outside enrollment periods**
Medicare Basics

**OPTION 1:**

**ORIGINAL MEDICARE**

- Part A (Hospital)
- Part B (Outpatient)

You can add:

**PART D**

(Prescription Drugs)

You can also add:

**MEDICARE SUPPLEMENT**

(covers some/all costs not covered by Original Medicare)

**OPTION 2:**

**MEDICARE ADVANTAGE (PART C) PLAN**

- Part A (Hospital)
- Part B (Outpatient)

Plans often include:

- Part D
  (Prescription Drugs)

Some plans include:

Additional Benefits

(dental, vision, hearing, etc.)
SECTION 3

Retiree Medical Plan Options

Age 65 & Up – Original Medicare + Supplement Plan
IU Blue Retiree Plan
For Retirees/Spouses Age 65 & Up

- Coordinates with “Original Medicare” like a Medicare Medigap/Supplement plan
- Pays Medicare deductibles and copays/coinsurance
- Covers medical expenses globally with no dollar maximums
- Does not include prescription coverage (you must also elect a Part D plan to have prescription coverage)
## IU Blue Retiree Plan

### Blue View Vision

<table>
<thead>
<tr>
<th>Service</th>
<th>In-Network – You Pay</th>
<th>Out of Network – You Pay</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 copay</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.
## IU Blue Retiree Plan

### Wellness Benefits

<table>
<thead>
<tr>
<th>Service</th>
<th>Medicare Pays</th>
<th>Blue Retiree Pays</th>
<th>Member Pays</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dental Services</td>
<td>$0</td>
<td>$125</td>
<td>Amounts above $125</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>
IU Blue Retiree Plan

Silver Sneakers

- No-cost fitness benefit
- Access to 15,000+ fitness locations nationwide
- Also includes online resources, guidance from fitness staff, signature classes, social connections, and more
- Visit silversneakers.com/starthere to get started
IU Blue Retiree Plan

Cost of Coverage

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

Calculate Total Cost of Coverage

<table>
<thead>
<tr>
<th>Coverage Level</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>One Participant</td>
<td>$195.67</td>
<td>$195.67</td>
</tr>
<tr>
<td>Retiree and Spouse</td>
<td>$390.06</td>
<td>$390.06</td>
</tr>
</tbody>
</table>

Part A (No cost)
Part B (~ $148 for most) + Medicare Supplement Plan (IU Blue Retiree) + Part D ($7–$89, avg. $25) = Your Total Cost
Commercial Medigap Policy Premium Ratings

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.
SECTION 3

Retiree Medical Plan Options

Age 65 & Up – Medicare Advantage (Part C) Plans
Medicare Advantage (Part C) Plans

Non-IU Option

- Medicare Part C = alternative to Original Medicare (A & B)
- Lower premiums
- Higher out-of-pocket costs for services (copays 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
SECTION 4

Election/Premium Examples
Scenario #1 – Kate and Mike

While Kate’s Employed at IU:
• 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 with IU Retiree Status.
• Both elect IU Retiree coverage:
  – **Kate**: IU Anthem Blue Retiree Plan (for 65+)
  – **Mike**: IU Anthem U65 PPO HDHP (for under 65)
• When Mike turns 65 he can switch to the IU Blue Retiree plan—the same plan as Kate.
## Scenario #1 – Kate and 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>–</td>
<td>–</td>
</tr>
<tr>
<td>Medicare B</td>
<td>$149.00</td>
<td>–</td>
</tr>
<tr>
<td>Medicare D (Rx)*</td>
<td>$25.00</td>
<td>–</td>
</tr>
<tr>
<td>Blue Retiree</td>
<td>$196.00</td>
<td>–</td>
</tr>
<tr>
<td>U65 Anthem HDHP</td>
<td>–</td>
<td>$394.00</td>
</tr>
</tbody>
</table>

Total = $764/month

*Medicare D plans vary in coverage and premiums ($7 to $89)
Scenario #2 – Paul and Janet

While Both Employed at IU:

• Each covers self on employee medical plan.

After Paul’s Retirement:

• When Paul turns 66 he retires with IU 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.)
## Scenario #2 – Paul and 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></td>
<td></td>
</tr>
<tr>
<td>Medicare B</td>
<td>$149.00</td>
<td>$149.00</td>
</tr>
<tr>
<td>Medicare D (Rx)*</td>
<td>$25.00</td>
<td>$8.00</td>
</tr>
<tr>
<td>Blue Retiree</td>
<td>$196.00</td>
<td>$196.00</td>
</tr>
<tr>
<td>U65 Anthem HDHP</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

\[
\text{Total} = \$370.00 + \$353.00 = \$723/\text{month}
\]

*Medicare D plans vary in coverage and premiums ($7 to $89)
Scenario #3 – Dave and Wes

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

After Dave’s Retirement:
  • When Dave turns 66 he retires with IU 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).
SECTION 5

Tools and Resources
Retirement Checklist

Start at the main Benefits navigation at hr.iu.edu/benefits

1. Select Retirees
2. Select Preparing to Retire
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.
Anthem LiveHealth Online

- 24/7 access to board-certified doctors from a smartphone, tablet, or computer with a webcam
- Receive medical care for things like the flu, rashes, fever, sinus infection, pink eye, more
- Cost around $59 per visit
- Doctor can assess your condition, provide treatment options, and even send a prescription to your pharmacy
- Psychiatry and psychology visits also available
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.
Retiree Organizations

• IU Retiree Association [iura.indiana.edu](http://iura.indiana.edu)
  Retired IU Faculty and Staff, Spouses and Partners

• Emeriti House [emeritihouse.indiana.edu](http://emeritihouse.indiana.edu)
  Retired IU Faculty and Librarians

• IUPUI Senior Academy [senioracademy.iupui.edu](http://senioracademy.iupui.edu)
  Retired IUPUI Faculty and Staff

• Retired Indiana Public Employees Association [ripea.org](http://ripea.org)
  Retired Staff

For more information about these organizations, contact them directly by visiting their websites.
Thank You!

Questions?