



INDIANA UNIVERSITY

RETIREE BENEFIT OPTIONS

2023 PLAN YEAR

MESSAGE FROM IU HUMAN RESOURCES

Indiana University extends a warm and heartfelt thank you to all Retirees for their dedicated service to IU. Over the years we have depended on you—your skills, ideas, and expertise. It is because of this collective dedication and contributions that the university holds such high distinction in the nation and the world.

Who is this guide for?

As a current or future retiree, this guide was created to provide you with information on the benefits and privileges of IU Retiree Status. Details inside include your options for medical coverage, instructions on how and when to enroll in retiree benefits, 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 PERF and separating 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 BENEFITS & PRIVILEGES



IU Retiree Benefits

MEDICAL COVERAGE

Indiana University offers medical coverage for IU retirees at all stages. Whether you are 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 coverage through IU spouse
- COBRA (continue current IU medical plan)
- IU Anthem Under 65 (U65) PPO HDHP

Retirees Age 65 and Over

- IU coverage through IU spouse
- IU Blue Retiree Plan

You are only eligible for IU retiree medical coverage if you are covered by an IU-sponsored medical plan at the time of your separation. You pay the full cost for coverage for yourself and your dependents. If you waive retiree coverage, you will not be eligible for IU-sponsored retiree medical coverage 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 of IU courses for retirees, spouses, and dependents. 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.

To apply for the IU Tuition Benefit, you (or your spouse/dependent) must first apply and be accepted as a student at IU.

Applications for the IU Tuition Benefit must be submitted by the deadline for each semester/term, and can be submitted for individual semesters/terms or for an entire academic year. Applications are available on the IU Benefits website at hr.iu.edu/benefits/tuition.html.

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.

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 active employee may be converted to an individual policy without providing proof of good health. See page 16 for more information.

Retiree Privileges

Retiring doesn't mean that you have to leave IU behind. We hope that you'll continue to be involved with campus activities, enjoy fine arts performances, use the fitness facilities, and so much 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. Learn how to join or view a calendar of events by visiting the links below.

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

IU Retiree Association

- Website: iura.indiana.edu
- Email: iura@indiana.edu

For retired IU faculty and librarians:

The Emeriti House

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

For retired IUPUI faculty and staff:

IUPUI Senior Academy

- Website: senioracademy.iupui.edu
- Phone: 317-278-2444
- Email: sacademy@iupui.edu

TECHNOLOGY RESOURCES

Faculty and staff with a university email account prior to retirement can keep their account without taking any action. If you wish to request your first email account after you retire, visit access.iu.edu/starterkit. Retirees also retain access to one.iu.edu, IU's online task center, where you can access the *Employee Center* to update your personal profile and tax information.

Visit kb.iu.edu/d/ddd for details on access to other IU technology resources as a retiree.

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.

DISCOUNTS

Retirees are eligible for AT&T discounts through the university. Visit kb.iu.edu/d/aqia to learn how to apply the discount to your service. CrimsonPerks may also be available to retirees with an IU Crimson Card. Visit crimsoncard.iu.edu to explore the deals and discounts available on each campus.

HEALTHY IU PROGRAMS

Faculty and staff with 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.



IU RETIREE MEDICAL COVERAGE



IU Retiree Medical Coverage

Having adequate coverage for healthcare is one of the biggest concerns for employees nearing retirement. IU offers both transitional coverage for retirees and dependents under age 65, and coverage to supplemental Medicare for those age 65 and over.

ELIGIBILITY

If you are former employee with IU Retiree Status, you're eligible to enroll in IU retiree medical coverage as long as you are covered by an IU-sponsored medical plan when you retire. This could be your coverage as an employee, your coverage as a dependent on your spouse's plan if they are also an IU employee, or COBRA continuation coverage.

Likewise, your eligible spouse and children under age 26 are also eligible to be covered on your IU retiree medical coverage as long as they are covered on your IU-sponsored medical plan when you retire. Children age 26 and older may continue to be covered if they qualify for disabled child eligibility. Proof that the child is fully disabled must be submitted in writing no later than 30 days prior to the date that their coverage would have ceased due to age. Learn more about dependent eligibility requirements at hr.iu.edu/benefits/needknow.html.

You can only be enrolled in one IU health plan at a time, meaning you cannot elect coverage as a retiree and also as the dependent of 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. Remember, once you waive coverage, you

are no longer eligible for IU-sponsored retiree healthcare coverage, and cannot enroll or re-enroll in the future.

WHEN & HOW TO ENROLL

Once your department finalizes your termination for retirement date in IU's system, IU Human Resources will mail retiree health plan information and enrollment forms to your home address. Regardless of when you receive your enrollment information, you only have **60 days from your retirement date** to enroll in IU retiree medical coverage.

PREMIUM COSTS

You are responsible for the full cost of retiree medical premiums for yourself and your dependents. For those age 65 and older, plan premiums reflect the cost of services for the group of IU retirees covered on the plan. For those under age 65, the Anthem U65 PPO HDHP plan premiums are the same as COBRA continuation rates. Both plans' premiums are subject to change each year based on group utilization, but they 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 eligible IU retiree medical plan, your surviving spouse and/or children covered on your plan may remain covered. If your eligible surviving spouse passes away, coverage continues for the remaining eligible children covered on the plan. Survivors must notify IU of the death and request continued enrollment in the plan.

Medicare Coverage

A basic understanding of Medicare is crucial when learning about IU-sponsored retiree medical coverage. Medicare is the federal government's health insurance program for individuals age 65 and older. After you retire and enroll in Medicare, Medicare becomes your primary insurer and pays your medical claims first. However, Medicare won't cover all of your healthcare expenses, therefore you may need to enroll in a Medicare supplement plan (such as the IU Blue Retiree Plan) to help cover those additional costs. The following information is only a summary of Medicare coverage. Full details are available at [Medicare.gov](https://www.medicare.gov).

THE PARTS OF MEDICARE

Part A – Hospital & Part B–Outpatient

Medicare Parts A & B are commonly 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 visits with doctors and other health professionals, 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 at [medicare.gov/coverage/preventive-screening-services](https://www.medicare.gov/coverage/preventive-screening-services)). In 2023, the standard Part B monthly premium is \$164.90 (or higher depending on your income). To estimate your premium go to [medicare.gov/your-medicare-costs](https://www.medicare.gov/your-medicare-costs).

Part D – Prescription Drug Coverage

Medicare Part D is prescription drug coverage provided by various private insurance companies approved by Medicare, and is subsidized by the federal government. Coverage varies from basic to comprehensive, and monthly premiums vary accordingly. These plans do not cover prescriptions outside the U.S., and IU does not sponsor this type of plan.

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

Medicare supplement plans are sold by private companies and approved by Medicare. These plans are paired with Original Medicare to pay costs that Original Medicare doesn't cover. Prescription coverage is obtained through a Medicare D plan, also offered by private companies. These plans are standardized by Medicare and typically named with a letter for easy comparison. The IU Blue Retiree Plan, an employer group supplement, most closely resembles a Medigap Plan G. The most notable difference is that the IU Blue Retiree Plan covers the Part B deductible, while the Medigap plan does not.

The cost for a Medigap plan includes the Medigap 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).

Medicare Advantage Plans (also known as Part C)

Medicare Advantage plans are Medicare-approved plans from private companies that offer an alternative to Original Medicare for your health and drug coverage. These "bundled" plans include Part A, Part B, and usually Part D. These plans are not standardized, so premiums and out-of-pocket expenses can vary widely. Unlike a Supplement Plan combined with Original Medicare, these plans have out-of-pocket expenses when you receive medical services. The result of which is often lower premiums, but 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.

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

Medicare enrollment makes you ineligible to make or receive tax-free HSA contributions, and may cause you to be subject to prorated annual contribution limits. Go to page 9 to learn more.

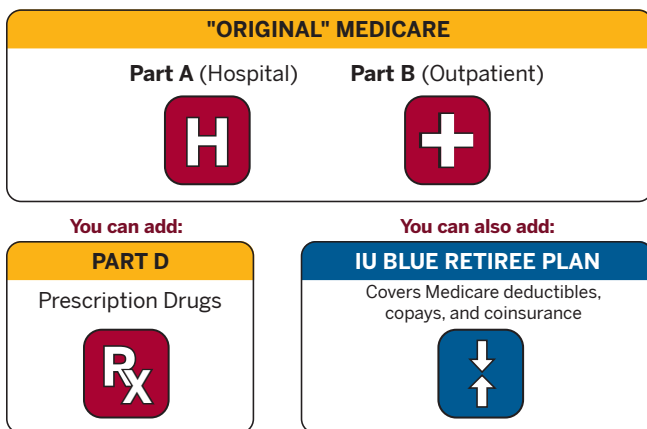
Options for Complete Coverage

There are generally two options for achieving comprehensive coverage with Medicare at age 65 and older.

OPTION 1—MEDICARE A, B, & D + MEDICARE SUPPLEMENT PLAN (such as the IU Blue Retiree Plan)

The first option starts with your enrollment in Original Medicare (Parts A & B). You can enhance your coverage with a Part D plan for prescriptions, and a Medicare supplement plan (such as IU's Blue Retiree Plan or a Medigap plan) to cover some or all of the costs not covered by Original Medicare.

If you choose to enroll in the IU Blue Retiree Plan, your coverage will be set up like the graphic below. It's not a standardized Medicare supplement (Medigap) plan, though it acts in much the same way as a Medicare Type G supplement. The IU Blue Retiree Plan can be advantageous because it covers your Medicare deductibles and copays/coinsurance, provides coverage overseas, and your premiums don't increase based on your age or gender.



OPTION 2—MEDICARE ADVANTAGE PLAN

The other option is to enroll in a Medicare Advantage Plan (Part C). As a reminder, these bundled plans include Part A, Part B, and usually Part D. Medicare Advantage plans typically have lower premiums but much higher out-of-pocket expenses, and in most cases, you'll need to use doctors who are in the plan's network. Medicare Advantage plans cannot be paired with a Medigap plan, or the IU Blue Retiree Plan, and IU does not sponsor this type of plan.

COMPARING YOUR OPTIONS

You're encouraged to compare the IU plan with plans offered to the public or through private memberships.

When comparing plans, keep in mind that the cost of medical care consists of two parts: monthly premiums and out-of-pocket expenses. 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.

When comparing commercial Medicare Supplement ("Medigap") plans and the IU Blue Retiree Plan, it's also important to understand that the cost of Medigap policies can vary widely because each insurance company sets its own price. Medigap policies can be priced or "rated" the same for everyone on the policy, or can be priced individually based on your age at the time you purchase the policy or your age over the years that you are enrolled on the policy. Details can be found on [Medicare.gov](https://www.medicare.gov) by searching for "cost of Medigap policies." Premiums for the IU Blue Retiree Plan are subject to change each year based on group utilization, but they do not vary due to your age or gender.

WHEN & HOW TO ENROLL

Many people enroll in Medicare during their Initial Eligibility Period (IEP). This is the 7-month period around your 65th birthday. If you enroll during your IEP, your Medicare coverage begins the month you turn age 65.

However, Medicare can be delayed past age 65 without penalty if you or your spouse still work at IU and you are covered by an IU employee medical plan (such as the Anthem PPO HDHP or Anthem PPO \$500 Deductible Plan). As long as you're enrolled in an IU medical plan, it will remain the primary payor for your health expenses. In other words, Medicare will not cover any of your health expenses as long as you are enrolled in IU employee medical insurance, so there's no benefit to enroll in Medicare if you still have employer-based coverage. When you do eventually retire (or your IU spouse retires) and you lose your employee coverage, you're entitled to an eight month Special Enrollment Period (SEP) to enroll in Medicare that starts when your IU coverage ends. If you enroll during your SEP, your Medicare coverage begins retroactively six months prior to the date you applied for Medicare, or your 65th birthday (whichever is closest). This could potentially have

implications on your HSA, so be sure to read the next section carefully.

It's also important to note that if you apply for Social Security benefits, you are automatically enrolled in Medicare Part A and do not have the option to dis-enroll. This is another scenario where your Medicare coverage would be backdated to six months prior to the date you applied for Social Security, or your 65th birthday (whichever is closest). Again, this could have implications on your HSA, so be sure to read the next section carefully.

Before you decide to enroll in Medicare, you should first contact IU Human Resources to discuss your status under IU benefits and verify that enrollment in Medicare makes sense for you. When the time does come to enroll, simply visit [Medicare.gov](https://www.medicare.gov) or call your local Social Security office.

Medicare & Health Savings Accounts (HSA)

According to IRS regulations, **if you are enrolled in a government-sponsored medical benefit (including Medicare), you are ineligible to make or receive tax-free contributions to an HSA.** This means that any contributions made by you or the university after you enroll in Medicare are considered ineligible and potentially subject to a 6% excise tax and income taxes.

To potentially avoid these taxes you can stop HSA contributions before your Medicare coverage begins. This date could differ depending on your age and when you enroll. Coverage always starts on the first day of the month, and is applied retroactively in some cases:

- If you enroll during your **Initial Enrollment Period** (7-month period around your 65th birthday), your Medicare coverage begins the month you turn age 65.
- If you enroll during your **Special Enrollment Period** (8-month period that begins when you lose your group health coverage), your Medicare coverage begins retroactively six months prior to the date you applied for Medicare, or your 65th birthday (whichever is closest).
- If you are **automatically enrolled due to applying for Social Security benefits** at age 65 or older, your Medicare coverage begins retroactively six months prior to the date you applied for Social Security, or your 65th birthday (whichever is closest).

These retroactive effective dates for Medicare can cause you to be ineligible for tax-free HSA contributions for several months of the current or prior year. This means you will need to calculate your prorated contribution maximum for the year. Any contributions made above the prorated maximum will be considered excess contributions, and must be withdrawn to avoid penalties.

If tax-free HSA contributions are made by you or the university after you enroll in Medicare, you can still avoid the 6% excise tax by removing the ineligible ("excess") contributions from your account in the same tax year they're made, and reporting them as taxable income on your annual tax return.

- **Step 1: Calculate your prorated annual contribution maximum:** HSA contribution limits are based on the tax year (Jan- Dec). If you're not eligible for all 12 months, IRS rules state that your annual contribution limit must be prorated to reflect only the months that you were eligible. Details on calculating your IRS prorated maximum can be found in [IRS Publication 969](#).
- **Step 2: Withdraw the excess contributions and pay income taxes on them:** Any contributions made above your prorated maximum are considered "excess", and must be withdrawn to avoid the 6% excise tax. To initiate the withdrawal, you must complete an *HSA Distribution Request Form*, found under Forms and Resources at iu.nyhart.com. You have until the tax deadline (typically April 15) of the following year to request the withdrawal.

If you have already spent all of your HSA funds, and are not able to request an excess contribution withdrawal, you must pay a 6% excise tax on any excess contributions and earnings.

The reporting requirements for excess contributions are detailed in the [Instructions for IRS Form 8889](#). Questions about the processes described above can be directed to Nyhart at (800) 284-8412 or by email to support@nyhart.com.

For additional information about the effect of Medicare on HSAs, visit hr.iu.edu/benefits/medical-plans/hsa-medicare.html.

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 and your spouse/dependents must be continuously enrolled in an IU medical plan 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)



Joe—Age 63
(Non-IU Spouse)

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

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

When Joe turns 65, he can enroll in Medicare and the IU Blue Retiree Plan.

Plan	Carey	Joe
Medicare A	\$0	\$0
Medicare B	\$165	\$0
Medicare D (Rx)*	\$25	\$0
Blue Retiree	\$201	\$0
Anthem PPO HDHP**	n/a	\$437
Individual Total =	\$391	\$437
Total =	\$828/month	



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	Carey	Joe
Medicare A	\$0	\$0
Medicare B	\$165	\$165
Medicare D (Rx)*	\$35	\$7
Blue Retiree	\$201	\$201
Anthem PPO HDHP**	n/a	n/a
Individual Total =	\$401	\$373
Total =	\$774/month	

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

*Medicare D plans vary in coverage and premiums. Generally \$7 to \$89. **Only for those under age 65.

Retirees & Family Members Under Age 65

ANTHEM U65 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 are eligible for Medicare. Family members under age 65 are also eligible to enroll in this plan.

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.

2023 Monthly Premiums

One participant	\$436.76
One participant and child(ren)	\$835.61
Retiree and spouse	\$1,163.25
Retiree and family	\$1,317.14

In-network benefits include:

- Preventive services are covered at **100%**
- Annual deductible of **\$1,800** for individual coverage and **\$3,600** for all other coverage levels
- After the deductible a **20% coinsurance** applies to other medical services including inpatient hospital, physician office visits, durable medical equipment, lab testing, mental health, and transplants
- After the deductible a **20% coinsurance** applies to prescriptions. There is no deductible on preventive prescriptions. A 30-day supply is available through retail, and a 90-day supply is available through mail order or at any CVS Pharmacy. Specialty drugs are only available through mail order
- Out-of-pocket maximum of **\$3,600** for individual coverage and **\$7,200** for all other levels

Network providers include 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.

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



Medical



Vision



Rx

Transitioning to Age 65+ (IU Blue Retiree) Coverage

Approximately a month before your and/or your spouse turn 65, the IU Benefits office will send you enrollment materials for the IU Blue Retiree Plan. Around the same time, you will 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. Continuation of your IU Dental Plan coverage is available for 18 months through COBRA (see the section below for details). 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 are under age 65 at retirement, you can elect to continue your employee medical coverage through COBRA for 18 months immediately following your retirement, or until you reach age 65, whichever comes first. If age 65 comes first you can enroll in Medicare at that time. If not, the Anthem U65 PPO HDHP is available until you turn age 65. It is also important to note that there is no penalty-free Medicare Special Enrollment Period when COBRA ends, so after your retire you and your spouse should enroll in Medicare when you are first eligible.

Dental Coverage

If you are enrolled in the IU Dental Plan at retirement, you can elect to continue your coverage through COBRA for 18 months immediately following your retirement.

You are responsible for the full cost of premiums for COBRA coverage. Monthly premium rates for 2023 are available at hr.iu.edu/benefits/cobra.html.

Retirees & Spouses Age 65+

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 Medicare. It's not a standardized Medicare supplement (Medigap) plan, though it acts in much the same way as a Medicare Type G supplement. The most notable difference is that the IU Blue Retiree Plan covers the Part B deductible, while a Type G plan does not.

MEDICAL COVERAGE

Original Medicare pays for much, but not all, of the cost for covered healthcare services and supplies. The IU Blue Retiree Plan can help pay some of the remaining costs such as copays, coinsurance, and deductibles, and offers coverage for some services that are not covered by Medicare. Here are some examples to illustrate how the IU Blue Retiree plan helps with medical costs:

Office Visit

Medicare allows a charge of \$250 for an office visit. The Medicare Part B annual deductible is \$226, then 20% coinsurance for the remainder of the allowed amount. The Blue Retiree Plan pays the \$226 deductible plus the 20% coinsurance.

Result: You have no out-of-pocket costs.

Inpatient Stay

Medicare pays all of the costs for an inpatient hospital stay except the Medicare A deductible. The Medicare A deductible for each admission is \$1,600. The Blue Retiree Plan pays the \$1,600 deductible.

Result: You have no out-of-pocket costs.

Additionally, the IU Blue Retiree Plan pays for some services that are not covered by Medicare. Examples include medical coverage outside the U.S. and 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. In this case, the plan participant is generally required to pay the foreign healthcare provider then submit a claim for reimbursement from Anthem. For skilled nursing facility visits, Medicare pays nothing after the first 100 days, where Anthem pays 80% of the 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. For example, the Medicare-allowed amount for a specialist office visit is \$100. A non-participating specialist is allowed to bill you for an amount equal to 115% of the Medicare-allowed amount. So, in this instance, Medicare would pay \$80, the IU Blue Retiree Plan would pay \$35 (20% of allowed amount plus \$15 of excess charges), and you would pay nothing.

The Blue Retiree Plan includes coverage for medical and vision.



Medical



Vision

VISION COVERAGE

Enrollment in the IU Blue Retiree plan includes vision coverage through Anthem Blue View Vision. Medicare does not generally cover 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. For medical treatment of the eyes (i.e. eye injuries, glaucoma, and retinal detachment), visit a medical eye care professional.

PRESCRIPTION DRUG COVERAGE

Original Medicare does not cover prescriptions, nor does the IU Blue Retiree Plan. **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. Monthly premiums vary by plan—the average cost in 2023 is \$31.50. Find and enroll in a Medicare D drug plan at [Medicare.gov](https://www.medicare.gov).

DENTAL COVERAGE

IU does not offer a Retiree dental plan. Continuation of your IU Dental Plan coverage is available for 18 months immediately after your retirement through COBRA. Medicare does not offer dental coverage, but the IU Blue Retiree Plan does offer an annual \$125 allowance for dental services. Dental coverage is also available for purchase from private insurance companies or can be paid out-of-pocket or with HSA funds.

2023 IU BLUE RETIREE PLAN SUMMARY

IU Blue Retiree Plan Summary

This is a summary description of Medicare and IU Blue Retiree coverage. For the most current information regarding Medicare coverage, visit [Medicare.gov](https://www.medicare.gov) or call 1-800-MEDICARE (1-800-633-4227).

2023 Monthly Premiums

One Participant (Retiree or surviving spouse)	\$201.39
Retiree and Spouse	\$401.49

Medicare Complement Benefits

When Medicare pays a portion of the cost of a medical service, the IU Blue Retiree plan coordinates with Medicare to pay all or most of what Medicare does not pay, up to the Medicare-approved amount. Providers who participate with Medicare accept assignment, meaning they agree to accept the Medicare-approved amount as full payment for Medicare-covered services. When other providers are used, the Medicare recipient may have additional costs.

Covered Services	Medicare Pays	Blue Retiree Pays	Member Pays
Medicare Part A			
Inpatient Hospital Facility			
First 60 days	Pays all but \$1,600 deductible	\$1,600 deductible	\$0
61 st to 90 th day	Pays all but \$400 daily coinsurance	\$400 daily coinsurance	\$0
60 day lifetime reserve days	Pays all but \$800 daily coinsurance	\$800 daily coinsurance	\$0
Continuous inpatient care after the Medicare lifetime reserve has been exhausted up to an additional 365 days	\$0	90%	10%
Skilled Nursing Facility			
First 20 days of skilled care	100%	\$0	\$0
21 st to 100 th day of continued skilled care	Pays all but \$200 daily coinsurance	\$200 daily coinsurance	\$0
Home Health			
Non-custodial medical and nursing care	Pays 100%	\$0	\$0
Hospice care (room and board is not covered)	Pays 100%	\$0	\$0
Medicare Part B			
Annual deductible	Plan pays after \$226 deductible	\$226 deductible	\$0
Doctors' care including visits in the office or while inpatient	80%	20%	\$0
Outpatient services (includes surgeries, diagnostic services, physical therapy, x-rays)	80%	20%	\$0
Clinical laboratory services	100%	\$0	\$0
Durable medical equipment such as wheelchairs, walkers, and hospital beds	80%	20%	\$0
Mental health counseling	80%	20%	\$0
Ambulance	80%	20%	\$0
Medicare designated preventive services* received from providers who accept Medicare assignment	100%	\$0	\$0

*Medicare-covered preventive services are based on your age, gender, and risk factors. Examples include bone mass measurements, breast cancer screening (mammograms), cervical and vaginal cancer screening, colorectal cancer screening, PSA prostate cancer screening, preventive shots (flu, pneumococcal, Hepatitis B), tobacco cessation counseling, and yearly well visits. See Medicare's [Guide to Preventive Services](#).



2023 IU BLUE RETIREE PLAN SUMMARY

Major Medical Benefits

Medicare does not cover some medical services. The Major Medical Benefit pays some of the costs not covered by Medicare. Also, when services are provided by doctors, facilities, or suppliers that do not accept Medicare assignment (non-participating providers), the provider can bill for excess charges above what Medicare allows. The Major Medical Benefit covers some of those costs.

There is a \$1,000,000 lifetime limit on Major Medical benefits. Since these are not Medicare benefits, Anthem will use its own standards for determining medical necessity and allowed amounts, not Medicare's.

Covered Services	Medicare Pays	Blue Retiree Pays	Member Pays
Continuous inpatient days beyond an additional 365	\$0	80%	20%
Skilled nursing facility after the 100th day	\$0	80%	20%
Services outside the U.S.	\$0	100%	0%
Excess charges for providers that don't accept Medicare assignment ¹	\$0	Up to the limiting charge ² of 115% of the Medicare-allowable Amount	\$0 for services with a limiting charge ²
Out-of-hospital skilled private duty nursing, and visiting nurse's association	\$0	80% up to \$5,000 maximum per year	20% and all costs above the maximum benefit
Accidental dental	\$0	80%	20%
Morbid obesity	\$0	80%	20%
Doctors' care including office visits or while inpatient	80%	20%	\$0

¹ Providers who haven't signed a contract with Medicare to accept assignment can charge you for amounts in excess of Medicare's Allowed Amount. Most doctors, providers, and suppliers accept assignment, but you should always check to make sure.

² There is a limiting charge on what non-participating providers can bill Medicare enrollees—15 percent over what Medicare pays the nonparticipating provider. The limiting charge does not apply to all Medicare-covered services, like some durable medical equipment.

Wellness Benefits

Covered Services	Medicare Pays	Blue Retiree Pays	Member Pays
Dental services	\$0	\$125	Amounts above \$125
Hearing exam	\$0	\$50	Amounts above \$50

Anthem Blue View Vision Visit hr.iu.edu/benefits/retireeblue.html for a full summary of vision benefits.

Services	In-Network Provider—Member Pays	Out-of-Network Provider—Member Pays
Annual comprehensive eye exam and refraction ¹	\$5 copay, no deductible	Costs above a \$42 allowance
Vision Wear (<i>contacts, frames, and lenses</i> ¹)	Optional savings available from Blue View Vision In-Network Providers only.	

¹ Medicare does not generally cover 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.

Silver Sneakers

IU Blue Retiree benefits include SilverSneakers for all plan participants. SilverSneakers is a no-cost fitness benefit with access to 15,000+ fitness locations nationwide.¹ The program also includes online resources, guidance from fitness staff, signature classes², social connections, and more. 88% of participants say SilverSneakers has improved their quality of life! To get started visit silversneakers.com/starthere to get your SilverSneakers member ID.



¹ Membership includes SilverSneakers instructor-led group fitness classes. Some locations offer members additional classes. Classes vary by location.

² Participating locations ("PL") are not owned or operated by Tivity Health, Inc. or its affiliates. Use of PL facilities and amenities is limited to terms and conditions of PL basic membership. Facilities and amenities vary by PL.



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 Anthem 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 & OVER

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

Upon your retirement, participation in some IU-sponsored benefits and programs will end. The section below provides details on 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 will 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?

Many people don't realize that beneficiary designations override any instructions you leave in your 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 ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

When you retire from the university, participation in IU's Supplemental AD&D plan will end 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 are 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.

LONG TERM DISABILITY (LTD)

When you retire from the university, participation in IU's Long Term Disability plan will end as of your date of retirement.

HEALTH SAVINGS ACCOUNT (HSA)

Participation in the IU-sponsored HSA ends when your participation as an active employee in a high deductible health plan (HDHP) is discontinued. Once you retire, you are no longer eligible to make tax-free HSA contributions. However, as long as you are enrolled in an HSA-eligible HDHP (including IU's under 65 retiree plan), you can make after-tax contributions to your account and deduct that amount from your gross taxable income on your annual tax return. Upon termination of IU eligibility, Nyhart will notify you of options for transferring your funds to an individual account, or other options allowed by IRS Code. You will also be responsible for any account maintenance fees. The money in your account is yours until you spend it. Review page 9 of this guide for important information about the effects of Medicare enrollment on HSA eligibility.

FLEXIBLE SPENDING ACCOUNTS (FSA)

When you retire from the university, participation in the Healthcare and Dependent Care FSAs will end as of your date of retirement.

BENEFITS THAT END IN 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 Nyhart 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 Nyhart.

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.

FAMILY & WELL-BEING BENEFITS

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

- 24-Hour Nurse Line
- Care.com Membership/Services
- Livongo Diabetes & Hypertension Management Programs
- Quit for Life® Tobacco Cessation Program
- SupportLinc Employee Assistance Program (EAP)
- Weight Watchers

Retirement Plans

University and employee contributions to 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 investments. Meetings with retirement planners from Fidelity and PERF are available at no cost to IU employees and retirees, so it's important that you meet with them often and have a plan in place before you retire.

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

- **PERF participants:** Contact INPRS at 844-464-6777. You can also complete your retirement application by logging in to your online account (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, you can contact them at the number listed on your account statement.

It's important to note that federal law requires that you begin receiving at least a partial distribution from your retirement accounts on or before April 1 of the calendar year following the year you reach age 72 or terminate IU employment, whichever is later. 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.



FREQUENTLY ASKED QUESTIONS

Frequently Asked Questions

RETIREE STATUS

Q. Does my time as an hourly employee at IU count towards my years of service?

A. No. "Years of IU Service" means the years of full-time appointed service at Indiana University. Sabbatical leaves and leaves for purposes of research of distinction are included in the "Years of Service" calculation, however some periods of leave without pay may not be counted.

Q. Can I return to work after I retire?

A. Accessing retirement account funds and returning to a paid IU position is possible; however, the IRS rules of a bona fide separation must be followed. A bona fide separation consists of the following requirements: a 30-day break in employment, plus arrangements for post-retirement employment (verbal and/or written) cannot be made prior to your retirement. If the bona fide separation rules are not followed, you can work for IU; however, per IRS rules, you will not be eligible to withdraw from your retirement account. The only exception is for employees who separate with Retiree Status and are at least age 62. In this case, you are eligible to take an in-service distribution without a break in service.

IU BENEFITS

Q. When does my retiree medical insurance start?

A. Your effective date of coverage will be retroactive back to your retirement date, or, in the case of COBRA, back to the date when your coverage under COBRA ended.

Q. How long do I have to elect COBRA coverage?

A. COBRA coverage for medical and dental coverage or your Healthcare FSA must be elected **within 60 days** of your retirement date.

Q. Does IU offer a retiree dental plan?

A. No. Retirees can utilize 18 months of COBRA to continue existing IU Dental Plan coverage. Additionally, retirees on the IU Blue Retiree Plan have an annual \$125 allowance for dental services. Dental coverage is also available for purchase from private insurance companies, or you can pay for post-retirement dental services with your HSA funds.

Q. Do I need to re-enroll in medical insurance each year?

A. No. Coverage under your IU-sponsored retiree medical plan will continue each year until you cancel your coverage. Each fall, retirees are sent plan and premium information for the following year. If coverage is not canceled, it will continue and contributions will be automatically adjusted.

Q. Can I cancel my medical coverage at any time?

A. Yes. To cancel enrollment contact askhr@iu.edu or 812-856-1234. Remember, once coverage is canceled you will not be able to re-enroll in the future.

Q. Who do I contact with questions about billing?

A. For questions about COBRA billing, contact IU Human Resources at askhr@iu.edu or 812-856-1234. For questions about the Anthem U565 PPO HDHP or Blue Retiree plans, contact Anthem at the number on the back of your ID card.

Q. How do I change my coverage if I experience a life event such as marriage, or the death of a dependent?

A. Certain mid-year changes in enrollment are allowed if they are due to an IRS-qualifying life event. You must notify IU Human Resources within 30 days of the event at askhr@iu.edu or 812-856-1234.

Q. Can I use my HSA to pay for my healthcare expenses as a retiree?

A. Yes. As long as you have a balance in your HSA you can continue to use the funds tax-free for IRS-qualified health expenses. When you turn age 65, the IRS allows you to use HSA funds for other expenses as well. Any funds that you use for non-qualified health expenses must be reported as taxable income, but you do not have to pay any penalties.



Annual 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 are 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.

RETIREMENT CHECKLIST

You've had a long, successful career at IU and now you're thinking about the next phase of your life—retirement. You can retire and begin to receive IU Retiree benefits any time after you become eligible—that is, when you meet the age and service requirements for official **IU Retiree Status**. Use this checklist to help prepare for this important life change and navigate decisions about your benefits.

ONGOING THROUGHOUT THE RETIREMENT PROCESS

- ☐ Consultations with Fidelity and PERF are available at no cost. It's important that you meet with an advisor often and have a plan in place before you retire. Schedule an appointment with Fidelity at fidelity.com/schedule or 800- 642-7131, or with PERF by contacting INPRS at bookwithinprs.timetap.com or 844-464-6777.
- ☐ Attend the Road to Retirement webinar series to learn everything you need to know about planning for retirement and navigating the transition from employee to retiree. The series is offered twice a year, and many have found that attending the same session multiple times as you get closer to retirement can be helpful. Visit hr.iu.edu/benefits/road-to-retire.html for details.

1–2 YEARS PRIOR TO RETIREMENT

- ☐ Schedule an appointment with a member of the IU Human Resources retirement team at askhr@iu.edu or (812) 856-1234 to discuss your eligibility for retiree status and benefits, learn how to maximize your benefits during your last years of employment, and get answers to questions you have about retirement.
- ☐ Start thinking about your healthcare needs in retirement and learning about the options and cost. Visit hr.iu.edu/benefits/retirees.html to get started.
- ☐ IU doesn't offer a dental plan for retirees, so you should start learning about the options and costs for coverage including COBRA coverage, dental plans offered by private insurance companies, or using health savings account (HSA) funds.
- ☐ Your dependents must be covered on your employee medical plan when you retire to be eligible for coverage under an IU retiree medical plan, so make sure they're enrolled if they aren't already.
- ☐ Visit ssa.gov to create a free *mySocialSecurity* account. You can use this account to view personalized estimates of benefits based on your real earnings, see your latest statement, and review your earnings history. You can also use this account in the future when you're ready to apply for Social Security and Medicare benefits.
- ☐ Consider maximizing your HSA and supplemental retirement plan contributions. You may also be eligible to make catch-up contributions above the annual limits. Review HSA and retirement contribution limits at hr.iu.edu/benefits.

3–6 MONTHS PRIOR TO RETIREMENT

- ☐ If you haven't already verified your eligibility for retiree status and benefits, or if you have unanswered questions, contact IU Human Resources at askhr@iu.edu or 812-856-1234 to schedule a 1:1 appointment with the retirement team.
- ☐ Contact your retirement vendor(s) to review your account projections and learn about the income options available to you in retirement. Consultations with Fidelity and PERF are available at no cost.
 - **PERF:** Get a personalized estimate of your benefits and complete your retirement application by logging in to your account at in.gov/inprs (the application can take up to 90 days to process). Contact INPRS at 844-464-6777 if you do not have online account access set up.
 - **All other IU-sponsored retirement plans:** Schedule an appointment with Fidelity at fidelity.com/schedule or 800-642-7131. If you have funds remaining at TIAA, you can contact them at the number listed on your account statement.
- ☐ Review the *Benefits After Separation* guide at hr.iu.edu/benefits/rights/groups-index.html to learn about separation payouts and the rights and responsibilities you have related to your IU benefits after your retire.
- ☐ When you enroll in Medicare, you're no longer eligible to make or receive tax-free HSA contributions. If you're 65 or older, this would be a good time to make sure you understand the rules of coordinating an HSA and Medicare/Social Security, and to potentially re-evaluate your HSA enrollment. Learn more at hr.iu.edu/benefits/medical-plans/hsa-medicare.html.



2–3 MONTHS PRIOR TO RETIREMENT

- ☐ If you're eligible for Medicare and ready to enroll in coverage, you can apply by logging into your account at ssa.gov, by calling 800-772-1213, or by making an appointment at your local Social Security office. If you're unsure of when to enroll, here are some general guidelines:
 - **If you are under age 65**, and are not receiving Social Security benefits, it is a good idea to apply for Medicare Parts A & B three months before you turn 65. If you enroll in the 3 months prior to turning 65, your Medicare coverage will start on the first day of the month you turn 65, or, if your birthday is on the first day of the month, the first day of the prior month.
 - **If you are turning age 65** near your retirement date, contact IU Human Resources at askhr@iu.edu or 812-856-1234 for guidelines on enrollment timing.
 - **If you are age 65 or older**, you should enroll in Medicare during your Special Enrollment Period (SEP), which is an 8-month period that begins the month after your employee group health coverage ends. Your Medicare Part A coverage will be applied retroactively, meaning your effective start date of coverage will be six months prior to the date you applied for Medicare or your 65th birthday, whichever is closest. Medicare employer certifications can be requested up to 90 days prior to your retirement date.
- ☐ If you're eligible for Social Security and ready to begin receiving benefits, you can apply by logging into your account at ssa.gov, by calling 800-772-1213, or by making an appointment at your local Social Security office. Keep in mind that when you apply for Social Security, you're automatically enrolled in Medicare Part A.
- ☐ The IU Blue Retiree plan is a Medicare supplement plan for those age 65 and older, and does not include prescription drug coverage, nor does Original Medicare. 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 various levels of coverage and costs. Learn more about the Medicare Part D plan options and how to enroll at [Medicare.gov/drug-coverage-part-d](https://www.Medicare.gov/drug-coverage-part-d).
- ☐ **Staff employees only:** Contact askhr@iu.edu to request a separation pay estimate for any eligible time off you have accrued. If you expect to have a final payout, you can also request help in setting up a rollover of some or all of these funds to a supplemental retirement account.
- ☐ Notify your department of your intent to retire as soon as possible, but at least two weeks prior to your planned retirement date. Your ability to begin retiree benefits is driven by the date your department processes your termination for retirement in IU's system.

1 MONTH PRIOR TO RETIREMENT

- ☐ Work with your retirement vendor(s) to manage your retirement funds. For most accounts you have the option to leave your funds in their current account(s), request a distribution, or roll all or a portion of your funds into another plan (e.g. an IRA). **IMPORTANT:** Retirement vendors cannot release your distributions or rollovers until they have confirmation of your retirement. This is an automatic process that occurs within 30 days of your department processing your termination for retirement in IU's system.
- ☐ Make sure the beneficiaries for your benefit plans (such as life and AD&D insurance, HSA, and retirement accounts) are all up to date. Step-by-step instructions to review and update them are available at hr.iu.edu/bcc/programs/beneficiaries.html.
- ☐ Visit kb.iu.edu/d/dddxd to learn about retiree access to IU resources such as email, library services, software, and IU systems.

AFTER RETIREMENT

- ☐ Once your retirement is processed, IU Human Resources will mail health plan information and enrollment forms to your home address. Depending on when your department processes your termination in IU's system, these forms could arrive after your retirement date. Regardless, you have 60 days from your retirement date to enroll in an IU Retiree medical plan. **NOTE: if you waive medical coverage at any point, you will not be eligible for IU-sponsored retiree medical coverage in the future.**
- ☐ If you have an HSA with a remaining balance, you can leave the account at Nyhart and pay the monthly account fees, or roll the account elsewhere (such as your bank, Fidelity, or other vendor) where fees are potentially reduced or waived. Contact the bank or vendor directly for details.
- ☐ Contact askhr@iu.edu or 812-856-1234 any time your address or beneficiaries changes. It's important keep your information current so IU Human Resources can send you annual enrollment information and keep you up to date on IU and your benefits.

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:

Benefits After Separation Guide 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 AND STATE

Medicare 800-MEDICARE (633-4227) | **Medicare.gov**

Social Security Administration 800-772-1213 | [ssa.gov](https://www.ssa.gov)

State Health Insurance Assistance Program (SHIP)

SHIPs provide local, in-depth, and objective insurance counseling and assistance to Medicare-eligible individuals, their families, and caregivers. To find a SHIP representative visit www.shiptacenter.org.

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

This resource helps individuals and families shop for and enroll in health insurance. If you have family members under age 65 without health coverage, you can point them to this resource to find coverage.

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HUMAN RESOURCES

Phone: **812-856-1234**

Email: **askhr@iu.edu**

This booklet highlights the main features of Indiana University retiree benefit plans. While this booklet is intended to be as accurate as possible, the explanations are subject to the detailed provisions of the plan documents or insurance certificates. If there is any difference between the information in this booklet and the official documents, those will govern. Medicare information is summary only and details can be found at **[Medicare.gov](https://www.medicare.gov)**.

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