

Medical Plans & Benefits for IU Retirees

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IU Human Resources

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**ROAD TO
RETIREMENT**

PLANNING YOUR RETIREMENT
FROM INDIANA UNIVERSITY

Housekeeping

- **Session will not be recorded**; however, a PDF of the slides is available on the Road to Retirement website at hr.iu.edu/benefits/road-to-retire.html.
- All attendees have been placed on mute. If you have technical issues, please message an IUHR representative in the chat for assistance.
- **Please put all questions in the Q&A box.** Do not put any questions related to a personal situation in the Q&A.
- Watch the chat for helpful links to additional information. Chat will not be monitored for questions to the presenters.
- At the end of today's session, you will be asked to complete a brief survey.

Today's Agenda

- What is IU retiree status?
- Retiree medical plan options:
 - Options if you retire under age 65
 - Options if you retire at age 65 and older
 - Election and premium examples
- Tools & resources
- Q&A





SECTION ONE

What Is IU Retiree Status



IU Retiree Status

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

Age at Termination	Minimum Years of Active Full-time IU Service
55	30
56	28
57	26
58	24
59	22
60	20

Age at Termination	Minimum Years of Active Full-time IU Service
61	18
62	16
63	14
64	12
65	10

Support Staff hired before July 1, 2013, who are covered by the legacy PERF retirement plan: Retiree status is reached with at least 15 years of full-time appointed 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 are counted
- Years of IU service pro-rated for ages that fall between the ages listed in the chart



Key Retiree Benefits

*Perks through other IU Units or Organizations

Medical plan (with vision)

Retiree life (\$6,000)

IU tuition benefit

IU technology resources

(Administered by UITS, details at: kb.iu.edu/d/dddx#)*

Campus-specific resources:

- Parking discounts*
- Library and research access*
- Cultural and sporting events*

Memberships:

- IU Retiree Association*
(Faculty/Staff)
- Emeriti House (Faculty/Librarians)*
- Senior Academy membership at IU Indianapolis (IUPUI Faculty/Staff)*



What if I don't meet the Retiree Status criteria?

You can still “retire” by separating from the university, but:

- You won't be classified as a retiree or have IU Retiree Status
- You won't be eligible for retiree benefits (IU medical, tuition benefit, life insurance)
- No impact on your ability to take distributions from retirement accounts





SECTION TWO

Retiree Medical Plans



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 dependent children (through age 25) are those covered on an IU medical plan at the time of separation.*
 - *You must 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:

- COBRA (continue current IU plan)
- IU coverage through IU spouse
- Anthem Under 65 PPO HDHP

Age 65 & Up (Medicare eligible):

- IU coverage through IU spouse
- IU Blue Retiree Plan





SECTION TWO

Retiree Medical Plans

Under Age 65



Benefits – IU Under 65 Retiree Medical Plan

- 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 (2024)

Under Age 65

COBRA Medical
(18 Months)

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

Anthem PPO \$500	\$1,126 - \$3,377
Anthem PPO HDHP	\$470 - \$1,418

**Anthem U65
PPO HDHP**
(until age 65)

Anthem U65 PPO HDHP Monthly Rates

One Participant	\$ 470.30
Participant & Child(ren)	\$ 899.77
Retiree & Spouse	\$ 1,252.57
Retiree & Family	\$ 1,418.28

Monthly Dental Premiums (2024)

Under Age 65

COBRA Dental
(18 Months)

COBRA Monthly Rates

One Participant	\$ 42.70
Participant & Child(ren)	\$ 76.90
Retiree & Spouse	\$ 100.31
Retiree & Family	\$ 146.30





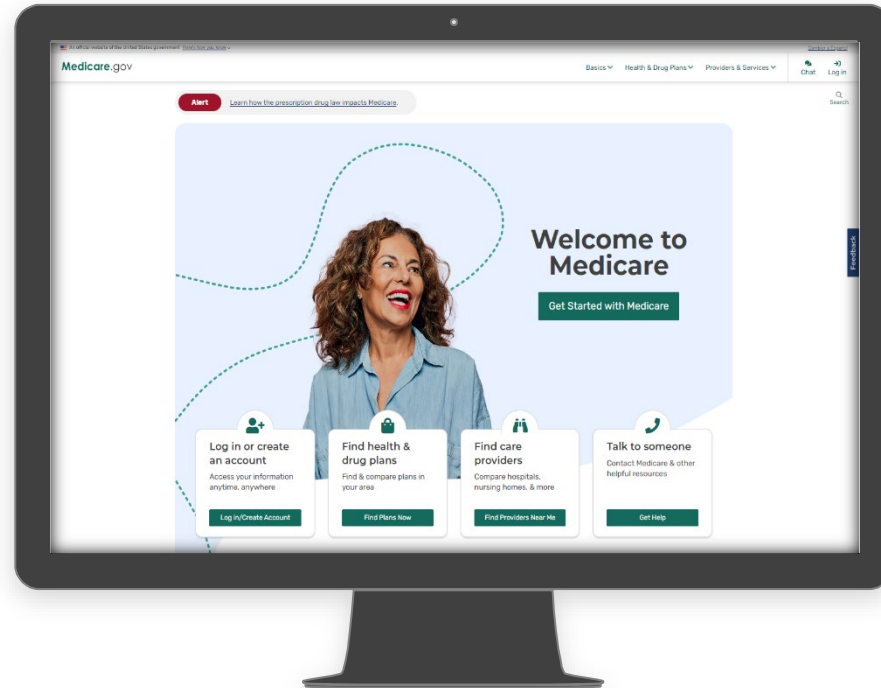
SECTION TWO

Retiree Medical Plans

Age 65 & Older

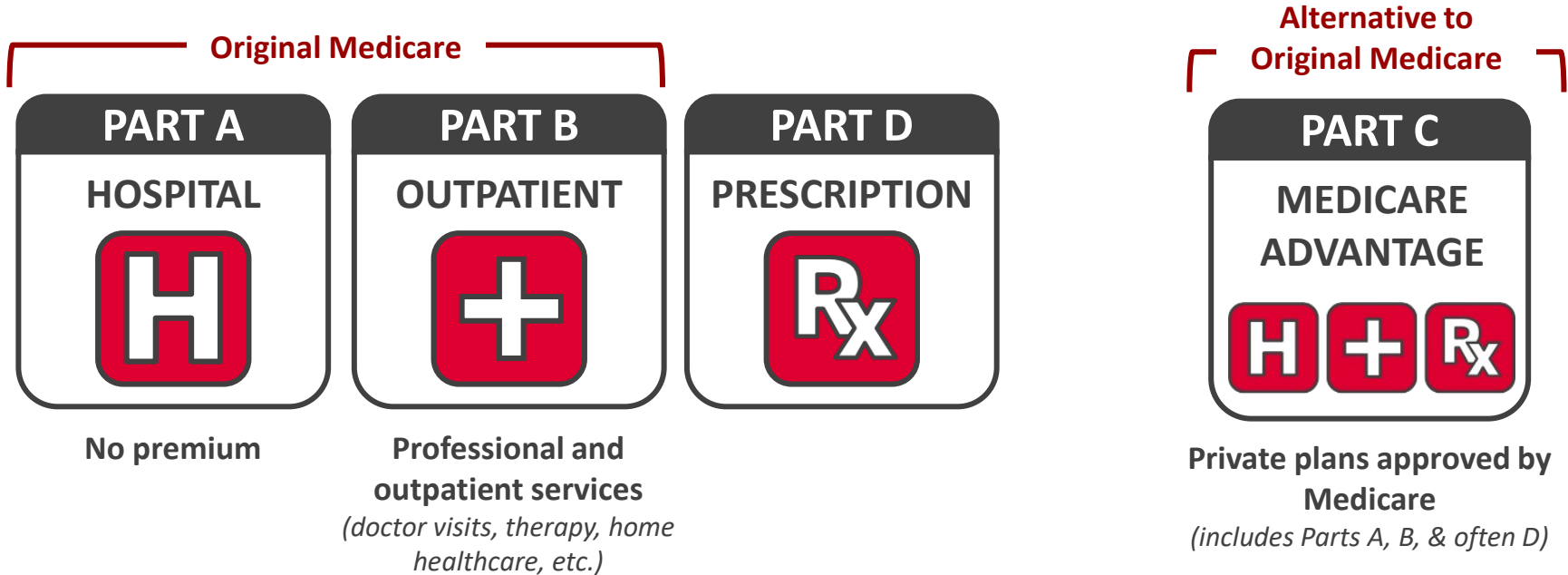


Medicare Website – [Medicare.gov](https://www.Medicare.gov)



Medicare Basics




The ABC's & D's



Medicare Basics

Options for Comprehensive Coverage

OPTION 1:

PART A & B		PART D
Hospital	Outpatient	Prescription Drugs
		





MEDICARE SUPPLEMENT

IU Blue Retiree Plan or a commercial “Medigap” plan

Covers Medicare deductibles and copays/coinsurance.
Some plans may cover dental, vision, hearing, etc.

OPTION 2:

PART C (MEDICARE ADVANTAGE PLAN)

Part A	Part B
	
<u>Plans often include:</u>	<u>Some plans include:</u>
Part D	Additional Benefits (dental, vision, hearing, etc.)
	

Enrolling in Medicare

- **Initial Enrollment Period** = 7-month period around your 65th birthday
- If you begin receiving **Social Security income** (e.g., age 62 or after):
 - You're automatically enrolled in Medicare Part A at age 65
 - 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



SECTION TWO

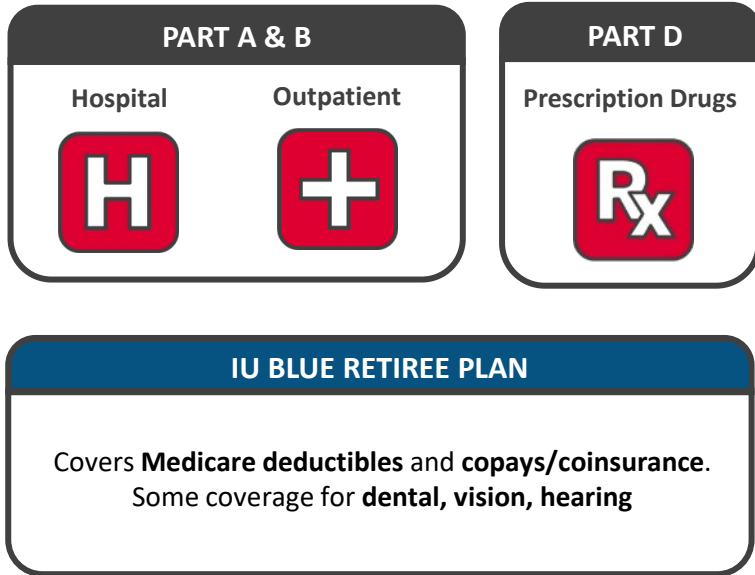
Retiree Medical Plans

Age 65 & Older – Medicare A, B, D + Blue Retiree



IU Blue Retiree Plan

Retirees & Spouses Aged 65 & Up



- Coordinates with Original Medicare like a Medigap or Medicare Supplement plan
- Pays Medicare deductibles (including Part B) and copays/coinsurance
- Covers medical expenses outside the US.
- **Does not** include prescription coverage (you must also enroll in Medicare Part D to have prescription coverage)

IU Blue Retiree Plan

Medicare Complement Benefits

Service	Medicare Pays	Blue Retiree Pays	Member Pays
Medicare Part A			
Inpatient Hospital Facility			
First 60 days	Pays all but deductible	The deductible	\$0
Days 61 – 90	Pays all but coinsurance	The daily coinsurance	\$0
Skilled Nursing Facility			
First 20 days	100%	\$0	\$0
Days 21 to 100	Pays all but coinsurance	The daily coinsurance	\$0
Medicare Part B			
Part B deductible	Plan pays after deductible	The deductible	\$0
Doctors care including office visits or while inpatient	80%	20%	\$0
Outpatient services (surgeries, diagnostic services, physical therapy, x-rays)	80%	20%	\$0

IU Blue Retiree Plan

Major Medical Benefits

Service	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	\$0	Up to the limiting charge* of 115% of the Medicare-allowable Amount	\$0 for services with a limiting charge*
Morbid obesity	\$0	80%	20%
Accidental Dental	\$0	80%	20%

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

IU Blue Retiree Plan

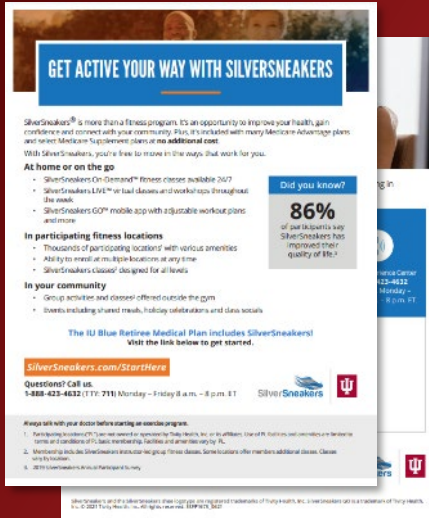
Wellness Benefits

Service	Medicare Pays	Blue Retiree Pays	Member Pays
Dental Services	\$0	\$125	Amounts above \$125
Annual physical exam	\$0	\$150	Amounts above \$150
Routine hearing exam	\$0	\$50	Amounts above \$50

Vision Benefits

Service	In-Network Provider—Member Pays	Out-of-Network Provider—Member Pays
Annual comprehensive eye exam and refraction	\$5	Amounts above \$42
Eyeglass frames <i>(Once every 24 months)</i>	\$130 allowance, then 20% off any remaining balance	Costs above a \$45 allowance
Standard eyeglass lenses <i>(Once every 12 months)</i>	\$20 copay	Costs above \$40–\$80 allowance
Contact lenses <i>(Once every 24 months)</i>	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.	

IU Blue Retiree Plan Silver Sneakers



GET ACTIVE YOUR WAY WITH SILVERSNREAKERS

SilverSneakers® is more than a fitness program. It's an opportunity to improve your health, gain confidence and connect with your community. Plus, it's included with many Medicare Advantage plans and select Medicare Supplement plans at an additional cost.

With SilverSneakers, you're free to move in the ways that work for you.

At home or on the go

- SilverSneakers On Demand™ fitness classes available 24/7
- SilverSneakers LIVE™ on-tail classes and workout tips throughout the week
- SilverSneakers GO™ mobile app with adjustable workout plans and more

In participating fitness locations

- Thousands of participating locations with various amenities
- Ability to enroll at multiple locations at any time
- SilverSneakers classes designed for all levels

In your community

- Group activities and classes offered outside the gym
- Events including shared meals, holiday celebrations and class socials

The IU Blue Retiree Medical Plan includes SilverSneakers!
Visit the link below to get started.

SilverSneakers.com/StarThere

Questions? Call us.
1-888-425-4633 (T 11: 711) Monday – Friday 8 a.m. – 8 p.m. ET

Did you know?
86% of past 18 months say SilverSneakers has improved their quality of life.*

*Always talk with your doctor before starting an exercise program.
1. Participating locations only. Not available in all areas. © 2021 United Therapeutics, Inc. or its affiliates. Use of Fit, Peloton, and membership in Berkeley Group and London Fit is not membership in SilverSneakers and are not affiliated with SilverSneakers.
2. Membership includes SilverSneakers On Demand group fitness classes. Some locations offer members additional classes. Classes vary by location.
3. © 2021 United Therapeutics, Inc.
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- No-cost fitness benefit
- Access to 15,000+ fitness locations nationwide
- Virtual on-demand classes available 24/7
- Also includes guidance from fitness staff, signature classes, social connections, and more
- Visit silversneakers.com/starthere to get started



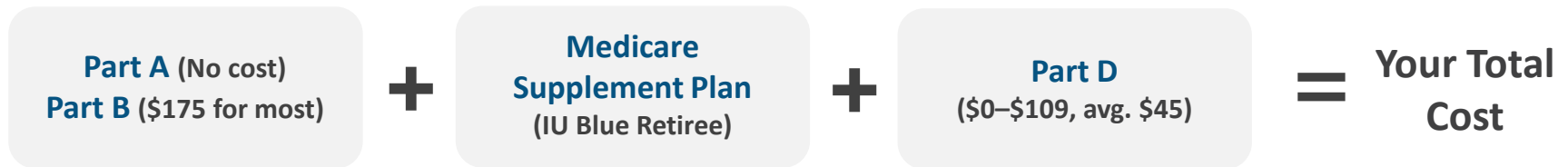
IU Blue Retiree Plan

Monthly Cost of Coverage

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

Coverage Level	2024 Monthly Premium
One Participant	\$201.39
Retiree and Spouse	\$401.49

Calculate Monthly Cost of Coverage





SECTION THREE

Non-IU Options

Age 65 & Older



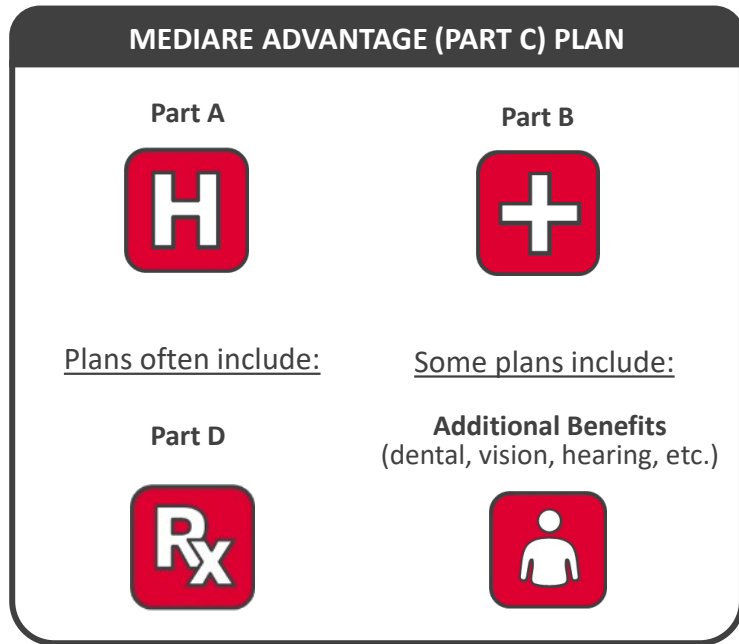
Commercial Medigap Plans

- Sold by private insurance companies
- Plans are standardized, and in most cases named by letters (Plan A – N)
- As of January 1, 2020, Medigap plans sold to people new to Medicare can no longer cover the Part B deductible (IU Blue Retiree Plan does)
- Costs and availability vary by state
- Premiums can be affected by your age, gender, zip code, tobacco use
 - “Introductory” discount premium
 - After your Special Enrollment Period, you can be denied coverage, have coverage delayed, or have the premium based on health factors.



Medicare Advantage (Part C) Plans

Alternative to Original Medicare



- Alternative to Original Medicare (Parts A & B), many also include Part D
- **IU does not offer a Medicare Advantage plan and the IU Blue Retiree Plan does not pair with Medicare Advantage plans.**



SECTION FOUR

Retiree Medical Plans

Premium Examples



Scenario #1

Jenny & Dan



Jenny – Age 65
(IU Retiree)



Dan – Age 63
(Non-IU Spouse)

While Jenny's Employed at IU:

- Covers herself and spouse Dan on employee medical plan.
- Dan, age 63, is a retired principal.

After Jenny's Retirement:

- When Jenny turns 65, she retires with IU Retiree Status.
- Both elect IU Retiree coverage:
 - Jenny—IU Anthem Blue Retiree Plan (for 65+)
 - Dan—Anthem U65 PPO HDHP (for under 65)
- When Dan turns 65, he can switch to the IU Blue Retiree plan—the same plan as Jenny.

Scenario #1 – Jenny and Dan’s Monthly Premiums

Plan	Jenny’s Premium	Dan’s Premium
Medicare A	–	–
Medicare B	\$175.00	–
Medicare D (Rx)*	\$25.00	–
Blue Retiree	\$201.00	–
U65 Anthem HDHP	–	\$470.00
	\$401.00	\$470.00

**Medicare D plans vary in coverage and premiums (\$0 to \$109)*

Total = \$871/month

Scenario #2

Paul & Mimi



Paul – Age 66
(IU Retiree)



Mimi – Age 62
(IU Employee)

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.
- Mimi continues working and enrolls Paul on her employee plan as a dependent (he delays Medicare).
- When Mimi 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 Mimi’s Monthly Premiums

Plan	Paul’s Premium	Mimi’s Premium
Medicare A	–	–
Medicare B	\$175.00	\$175.00
Medicare D (Rx)*	\$40.00	\$7.00
Blue Retiree	\$201.00	\$201.00
U65 Anthem HDHP	–	–
	\$416.00	\$383.00

**Medicare D plans vary in coverage and premiums (\$0 to \$109)*

Total = \$799/month

Scenario #3

Dave & Wes



Dave – Age 66
(IU Retiree)



Wes – Age 60
(IU Employee)

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).



Scenario #4

Amira



Amira – Age 62
(IU Retiree)

While Amira's Employed at IU:

- Covers herself on an individual medical plan.

After Amira's Retirement:

- When Amira turns 62, she retires with IU Retiree Status.
- Amira elects IU Retiree coverage:
 - IU Anthem U65 PPO HDHP (for under 65)
- If she remains continuously covered on the IU plan, she'll be eligible to enroll in the IU Blue Retiree Plan when she turns 65.



Scenario #4 – Amira’s Monthly Premiums

Plan	Amira’s Premium
Medicare A	–
Medicare B	–
Medicare D (Rx)	–
Blue Retiree	–
U65 Anthem HDHP	\$470.00
	\$470.00

Total = \$470/month

Scenario #5

Carlos



Carlos – Age 68
(IU Retiree)

While Carlos' Employed at IU:

- Covers himself on an individual medical plan.

After Carlos' Retirement:

- When Carlos turns 68, he retires with IU Retiree Status.
- He enrolls in Medicare A, B, & D and the IU Blue Retiree plan.



Scenario #5 – Carlos' Monthly Premiums

Plan	Carlos' Premium
Medicare A	–
Medicare B	\$175.00
Medicare D (Rx)*	\$37.00
Blue Retiree	\$201.00
U65 Anthem HDHP	
	\$413.00

**Medicare D plans vary in coverage and premiums (\$0 to \$109)*

Total = \$413/month



SECTION FIVE

Resources & Tools



Retirement Checklist

Benefits

New Employees ▶

Current Employees ▶

Fellowship Recipients ▶

Graduate Appointees / Postdoc Fellows ▶

IU Residents ▶

Retirees

1 Select Retirees

Eligibility for Retiree Status

Retiree Benefits

Preparing to Retire

2 Select Preparing to Retire

Resources & Tools

Federal Notices

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

INDIANA UNIVERSITY HUMAN RESOURCES

RETIREMENT CHECKLIST

You've had a long, successful career at IU and now you're thinking about the next phase of your life: retirement. It's important to plan ahead to make the transition from active employment to retirement as seamless as possible. You can retire and begin to receive IU Retiree benefits any time after you become eligible. That means you must first age and satisfy 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 YOUR RETIREMENT PROCESS

- Consultations with Fidelity and PERF are available at no cost. It's important that you meet with an advisor often and with a plan in place before you retire. Schedule an appointment with Fidelity at fidelity.com/schedule or with PERF by contacting INPRS at bookwithinprs@times.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 iu.edu/chem/its/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 ashtr@iu.edu or (812) 856-2234 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 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 CDBFA 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 iugate.com 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 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 ashtr@iu.edu or (812) 856-2234 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 iugate.com (the application can take up to 90 days to process). Contact INPRS at 844-464-6777 if you do not have online account set up.
 - All other IR-sponsored retirement plans:** Schedule an appointment with Fidelity at fidelity.com/schedule or 800-642-7313. If you have funds remaining at TIAA, you can contact them at the number listed on your account statement.
- Review the [Benefits After Separation](https://iu.edu/benefits/retirees/health-programs-index.html) guide at iu.edu/benefits/retirees/health-programs-index.html to learn about separation payouts and the rights and responsibilities you have related to your IU benefits after you 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 if you're ready to re-evaluate your HSA enrollment. Learn more at iu.edu/benefits/medical-plans/hsa-medicare.html.

PHOTO 1 OF 2

PHOTO 2 OF 2

It's important to 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.

This is not intended to constitute tax, legal or investment advice. You should consult a financial expert to ensure a country, state, and every time retirement based on your specific situation. For questions about the information contained on this flyer, contact EHR at ashtr@iu.edu or 812-856-2234.

PHOTO 2 OF 2

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PHOTO 2 OF 2

Retirement Resources & Tools

Benefits	
New Employees	▶
Current Employees	▶
Fellowship Recipients	▶
Graduate Appointees / Postdoc Fellows	▶
IU Residents	▶
Retirees	▶
Eligibility for Retiree Status	
Retiree Benefits	
Preparing to Retire	
Resources & Tools	▶
Federal Notices	

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

1 Select Retirees

2 Select Resources & Tools

Retirement Ready Fact Sheets

Retirement Ready
Fact Sheet For Workers Ages 49 - 60
www.ssa.gov

Retirement is different for everyone
Retiree need means of living things and become benefit provides you with the information you need to plan for it.

Earnings are essential
Your earnings are used to determine your eligibility to live your Social Security retirement benefits. You can report it to us. Learn how at www.ssa.gov/retire.

You will soon have choices to make
Once you turn 62, you will have increased decisions to make about work and your Social Security retirement benefits. You can continue to work, apply for benefits, do both, or do neither. Each choice comes with important consequences for you and your family. Learn about them at www.ssa.gov/benefits/retirement/choices.html.

Benefits last as long as you live
Your benefits last as long as you live. Your full retirement age is 67. Taking benefits before your full retirement age will reduce your monthly benefit. The longer you wait to take your benefits, the more you will receive. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Working while getting benefits
If you get retirement benefits but want to continue to work before your full retirement age, we might temporarily stop your retirement benefits. We will calculate your earnings and report them to us. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Work may boost your benefits
Your earnings can increase your monthly benefit. You can work and get retirement benefits. If you have an employer, we will calculate your earnings and report them to us. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Some benefits are taxed
You may have to pay federal income taxes on a portion of your Social Security benefits. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Saving for retirement
Social Security is not meant to be your only source of retirement income. You may want to consider other retirement options. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Retirement Ready
Fact Sheet For Workers Ages 61 - 69
www.ssa.gov

Retirement is different for everyone
Because retirement is not one-size-fits-all, and it can mean different things to different people. Because you are age 70 or older, you should apply for your Social Security benefits. You can receive benefits even if you still work. Starting before age 70 will not increase your benefits.

You have choices to make
Some of these decisions may include your Social Security benefits, about, or do neither. Each choice comes with consequences for you and your family. Learn about them at www.ssa.gov/benefits/retirement/choices.html.

Your "full" retirement age
Depending on when you were born, your full retirement age will be 66 or 67. Find your exact full retirement age at www.ssa.gov/benefits/retirement/choices.html.

When you start affects how much you'll get
Delayed benefits are available to start receiving benefits earlier. For each year your monthly benefit is delayed, it is 2% higher. Delaying benefits until age 70 will increase your monthly benefit by 32%. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Earnings are essential
Your earnings are used to determine your eligibility for Social Security retirement benefits. You can report it to us. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Benefits last as long as you live
Your benefits last as long as you live. Your full retirement age is 67. Taking benefits before your full retirement age will reduce your monthly benefit. The longer you wait to take your benefits, the more you will receive. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Benefits are protected from inflation
Your benefits will be adjusted to keep up with inflation. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Some benefits are taxed
You may have to pay federal income taxes on a portion of your Social Security benefits. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Working while getting benefits
If you get retirement benefits but want to continue to work before your full retirement age, we might temporarily stop your retirement benefits. We will calculate your earnings and report them to us. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Retirement Ready
Fact Sheet For Workers Ages 70 And Up
www.ssa.gov

Retirement is different for everyone
Perhaps you have not applied for Social Security retirement benefits yet because you still work or are not ready to "retire." Retirement is not one-size-fits-all, and it can mean different things to different people. Because you are age 70 or older, you should apply for your Social Security benefits. You can receive benefits even if you still work. Starting before age 70 will not increase your benefits.

Now is the time to claim what you've earned
You can claim your retirement benefits now. Because you are age 70 or older, you will receive no additional benefit increases if you continue to delay claiming them. Apply now at www.ssa.gov/applyforretire.

Work may boost your benefits
Your earnings can increase your monthly benefit amount — even after you start receiving benefits. Each year, we check your earnings record if you continue to work. If you have a year of earnings, we will automatically recalculate your benefit amount and pay you any increase due. You can get benefit increases based on when you think your "true" earnings will be with the my Social Security Retirement Calculator at myaccount.socialsecurity.gov.

Earnings are essential
Your earnings are used to determine your eligibility for Social Security retirement benefits and your benefit amount. Use your Social Security statement to check your earnings. If you see an error on your earnings record, report it to us. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Benefits last as long as you live
Your benefits last as long as you live. Your full retirement age is 67. Taking benefits before your full retirement age will reduce your monthly benefit. The longer you wait to take your benefits, the more you will receive. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Benefits are protected from inflation
Your benefits will be adjusted to keep up with inflation. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Some benefits are taxed
You may have to pay federal income taxes on a portion of your Social Security benefits if you have other taxable income in addition to your benefits. Learn how at www.ssa.gov/benefits/retirement/choices.html.

Apply Now
www.ssa.gov/applyforretire

Retirement Resources & Tools

Benefits	
New Employees	▶
Current Employees	▶
Fellowship Recipients	▶
Graduate Appointees / Postdoc Fellows	▶
IU Residents	▶
Retirees	▶
Eligibility for Retiree Status	
Retiree Benefits	
Preparing to Retire	
Resources & Tools	
Federal Notices	

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

1 Select Retirees

2 Select Resources & Tools

Checklist for Online Medicare, Retirement, & Spouses Applications

Checklist for Online Medicare, Retirement, & Spouses Applications

The information below will help you gather the information you may need to create a [my Social Security](#) account and complete the online Medicare, Retirement, and Spouses applications. We recommend you print this page to use while gathering your information.

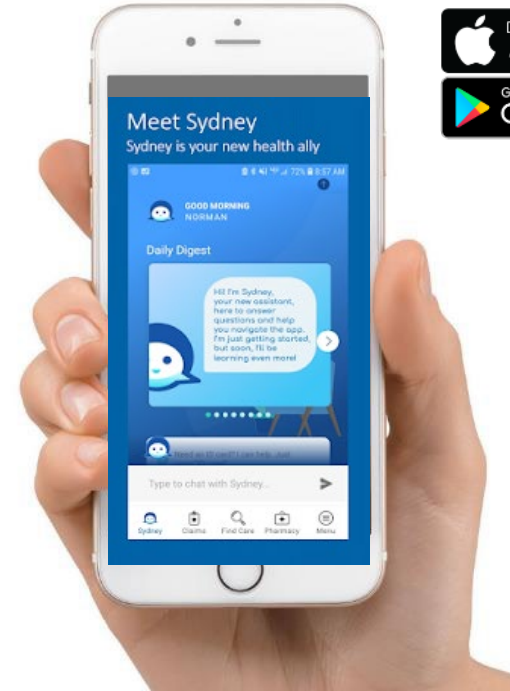
Create a my Social Security Account
You are required to login to your existing my Social Security account, or attempt to create one. To create an account, we will ask you a series of identity questions for verification. You may want to have certain items on hand to be prepared for additional identity questions, such as, but not limited to: [submit photo](#) (for the purpose of receiving [SSAs and SSAss](#)), [credit card](#), [W-2](#), and [tax forms](#).

File for Benefits Online – The Information You Need	Medicare Only	Retirement & Spouses
Date and Place of Birth If you were born outside the United States or its territories: • Name of your birth country at the time of your birth (it may have a different name now) • Permanent Resident Card number (if you are not a U.S. citizen)	X	X
MEDICAD Number (State Health Insurance) - Start and End Dates	X	
Current Health Insurance • Employment start and end dates for the current employer (if you, or your spouse) who provides you a health insurance coverage through a Group Health Plan • Start and end dates for the longest-term insurance provided by you (or your spouse's) current employer	X	
Marriage and Divorce • Name of current spouse • Name of your spouse if this marriage lasted more than 10 years or ended in death • Spouse(s) date of birth and SSN (optional) • Beginning and ending date of marriage(s) • Place of marriage(s) (city, state or country, if married outside the U.S.)		X
Name and Date of Birth of Children Who: • Receive benefits for the age 19 or • Are under age 18 and are currently in • Are aged 18-19 and are attending secondary school full-time		X
E-File Medicare Number • Type of file and branch • Personal Social Security		X
Employer Details for Current Year and Prior 5 Years (and self-employment) • When your Social Security Statement online at www.socialsecurity.gov/myaccount • Employer name • Employment start and end dates		X
Self-Employment Details for Current Year and Prior 5 Years • When your Social Security Statement online at www.socialsecurity.gov/myaccount • Business type • Total net income		X
Direct Deposit (optional item SSAs) • Account type and number • Bank routing number		X
Direct Deposit (optional item SSAs) • International Direct Deposit (IDD) bank country • Bank name, bank code, and country • Account type and number, branch and number		X

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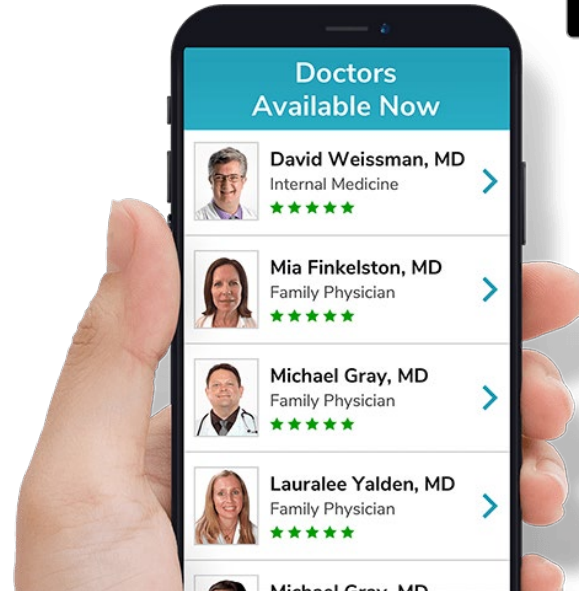
Anthem Sydney Health App

- Log in easily and securely with your [anthem.com](https://www.anthem.com) credentials
- 24/7 access to digital ID card
- Estimate healthcare costs
- Find a doctor or provider and filter by distance or rating
- Check plan progress (deductible, OOP max)
- Review and submit claims
- Securely send and receive messages about your plan



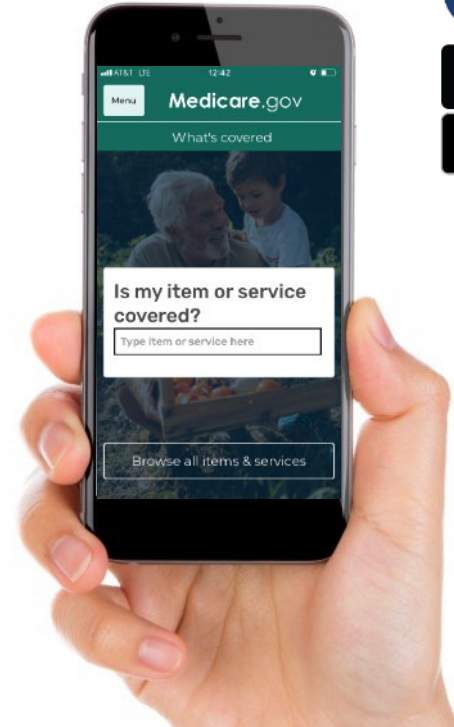
Anthem Live Health Online

- 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, psychology, dermatology, and allergy visits also available



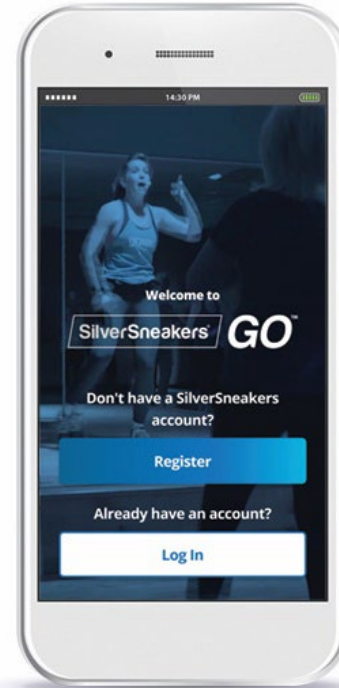
Medicare “What’s Covered” App

- 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

Retired IU Faculty and Staff, Spouses and Partners

Emeriti House emeritihouse.indiana.edu

Retired IU Faculty and Librarians

IU Indianapolis Senior Academy
senioracademy.iupui.edu

Retired IUPUI Faculty and Staff

Retired Indiana Public Employees Association
ripea.org *Retired Support Staff*



Upcoming Road to Retirement Webinars

Oct 8 and Nov 21 – PERF—Understand the Two Parts of the Plan

Oct 11 – Fundamentals of Retirement Income Planning

Oct 16 – Medicare Basics—The A, B, & D's

Oct 17 – Navigating Medicare Part D Coverage

Oct 18 – Prepare for the Reality of Healthcare in Retirement

Oct 22 – Social Security Overview

Dec 3 and 4 – PERF—Understanding the Millie Morgan Option

Register at: hr.iu.edu/benefits/road-to-retire.html





IU HUMAN RESOURCES

askhr@iu.edu | 812-856-1234 | hr.iu.edu



ROAD TO RETIREMENT
PLANNING YOUR RETIREMENT
FROM INDIANA UNIVERSITY

THANK YOU

Questions?



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