

Pre-Retirement Seminar 2020



KU THE UNIVERSITY OF
KANSAS

Human Resource
Management – Benefits

Retirement and Health Insurance

What do I need to know?

What do I need to do?

Things to Consider

- Age at Retirement
- Date of Retirement
- Supplemental Health Insurance
 - State of Kansas Direct Bill
 - COBRA
 - Private Insurance



KU THE UNIVERSITY OF
KANSAS

Human Resource
Management – Benefits

When You Become Medicare Eligible

- While still working:
 - You will need to complete a [TEFRA](#) form and upload it to the MAP system.
 - You do not need to enroll in either parts of Medicare
 - You can keep your HSA account, if enrolled in a high deductible health plan only if you waive both parts of Medicare
 - You will need to change to an HRA account 6 months prior to retirement



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

Retiring Before You Become Medicare Eligible

Options:

- COBRA
 - 18 months coverage in most cases.
 - Continuous coverage
 - Less expensive than Non-Medicare Direct Bill
 - Same structure as current employee coverage.
- Direct Bill
 - Same structure as current employee coverage.
- Spouse Plan
- Private Market

COBRA Information

<http://www.kdheks.gov/hcf/sehp/COBRA-2020Book.htm>



KU THE UNIVERSITY OF
KANSAS

Human Resource
Management – Benefits

Medicare Eligible when Retiring

Medicare eligible at same time retiring:

- You will need to apply for your Medicare and will need to have all parts A,B and D of Medicare effective the first of the month after you retire
- Apply with Social Security up to 3 months before retirement.
- Enroll for supplemental coverage with State Employee Health Plan or private coverage.



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

Split Enrollment

- If both the employee and spouse are Medicare eligible
 - Both will enroll separately in Kansas Senior Plans OR one of the Aetna Advantage PPO ESA plans.
- If either the employee or spouse is Medicare eligible and the other is not
 - Medicare eligible individual will enroll in Kansas Senior Plans OR one of the Aetna Advantage PPO ESA plans
 - The non-Medicare eligible individual will enroll in COBRA or Plan A, C, J, N or Q



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

When You Become Medicare Eligible

Medicare eligible after retiring:

- Contact Social Security to begin all parts of Medicare.
- If have continuous coverage with SEHP
 - Contact the SEHP to have the selection portal opened with Medicare eligible coverage selections.
- If NO continuous coverage with SEHP
 - Find Medicare supplemental plans on private market



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

Things to Consider

What will be my situation?

- How will I be covered?
- What are my options?



KU THE UNIVERSITY OF
KANSAS

Human Resource
Management – Benefits

When does my employee coverage end?

If an employee terminates employment on the 1st of the month, SEHP benefits also terminate on the 1st of the month.

If an employee terminates employment on the 2nd of the month or later, SEHP benefits will terminate at the end of the month.



KU THE UNIVERSITY OF
KANSAS

Human Resource
Management – Benefits

Overview of Direct Bill

- What is Direct Bill?
- Allows you to continue with the same plans and coverage you had as an active employee
- Options to change coverage at retirement—medical, dental & vision
- You must contact KU Benefits office and we will inform the SEHP that you will be retiring
- On Direct Bill, qualifying events allow you to make changes, however, you can drop dependents at any time without a qualifying event.



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

Overview of Direct Bill

- Watch for the Annual Open Enrollment period each fall
- Remember you will no longer have the Employer Contribution to your premium
- You will not be eligible to enroll in the Flexible Spending Accounts (FSA's), no Health Savings Accounts (HSA) or Health Reimbursement Accounts (HRA).
- If enrolled in MetLife plans a letter, MetLife will send you a letter about continuing this coverage. Their phone number is 1-800-GET-MET8 (1-800-438-6388)
- If your enrollment in the medical plan enrollment in the SEHP is discontinued, you cannot return at a later date (Vision and/or Dental only coverage does not qualify as enrollment in the SEHP)
- You can participate in HealthQuest, but credits will not affect your premium and no rewards will be paid.



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

Paying Premiums

- You will need to enter in your bank information into the MAP portal at the same time you make your coverage elections.
- You will be required to pay your premiums by bank draft, bank accounts will be drafted on or around the 8th of each month for that month's premiums.



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

The Aetna logo is displayed in a blue, lowercase, sans-serif font.

Selecting Your Non-Medicare Health Plan

COBRA Coverage:

Same plan structure as current employee coverage
No HRA, HSA or FSA accounts

Review the provider networks

<http://www.kdheks.gov/hcf/sehp/COBRA-2020Book.htm>

Direct Bill:

Same plan structure as current employee coverage
No HRA, HSA or FSA accounts

Review the provider networks

<http://www.kdheks.gov/hcf/sehp/DB-2020Book.htm>



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

Medicare Basics

- Who is Eligible:
 - Persons age 65
 - Persons at any age on Social Security Disability for 24 months or more
 - Persons with End Stage Renal Disease or ALS/Lou Gehrig's Disease

4 Parts of Medicare

- Part A - Hospital Insurance – no premium
- Part B - Medical Insurance – beginning premium
\$144.30 monthly
- Part C - Medicare Advantage
- Part D – Prescription Drug



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

Medicare Eligible Plan Options

- Medicare Advantage Plan Options
 - Aetna Medicare Freedom, Liberty & Elite PPO ESA (Extended Service Area) with Aetna Standard Part D
 - These plans are available for Direct Bill members enrolled in Medicare Part A and Part B
 - A copy of your Medicare card is required
- Medicare Advantage Plans
 - Takes the place of Medicare Part A and Part B
 - You are still responsible for Part B premium
 - Still have deductibles and co-payment
 - Enrollment in private Part D prescription plan will result in loss of ALL SEHP Benefits.



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

Medicare Eligible Plan Options

- Medicare Supplemental Plan Options
 - Kansas Senior Plan C or **Select******
 - Kansas Senior Plan G or **Select**
 - Kansas Senior Plan N
 - With or without Envision Part D—Premier, Value & Classic-**new** options
 - These plans are available for Direct Bill members enrolled in Medicare Part A and Part B
 - A copy of your Medicare card is required

Kansas Senior Plan C or C Select are only available to those retirees that became Medicare eligible prior to 01/01/2020.



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

Kansas Senior Plan C **Select** or Kansas Senior Plan G **Select**

To be eligible to enroll in one of these new plans you must live in a **Select** county.

Here are those counties:

Atchison, Brown, Butler, Chase, Chautauqua, Clay, Cowley, Doniphan, Douglas, Elk, Greenwood, Harper, Harvey, Jackson, Jefferson, Kingman, Leavenworth, Marion, Marshall, Osage, Pottawatomie, Pratt, Reno, Riley, Sedgwick, Shawnee, Sumner, Wabaunsee or Washington.

You would also need to use a network hospital for any planned inpatient services.

Lawrence Memorial Hospital and KU Medical Center Hospital are not network hospitals this year.

Direct bill Medicare Options

<http://www.kdheks.gov/hcf/seh/p/DB-2020Book.htm>



KU THE UNIVERSITY OF
KANSAS

Human Resource
Management – Benefits

Plan Year 2020 Retiree/Direct Bill Health Plan Rate Chart - Medicare Options

Monthly Premiums for Medicare Plans Only Rates

Medicare Plan	With Aetna Standard Part D	With Envision Premier Part D	With Envision Value Part D	With Envision Classic Part D	Without Part D
Aetna Medicare Freedom PPO ESA	\$176.26	N/A	N/A	N/A	N/A
Aetna Medicare Liberty PPO ESA	\$208.06	N/A	N/A	N/A	N/A
Aetna Medicare Elite PPO ESA	\$243.43	N/A	N/A	N/A	N/A
BCBKS Kansas Senior Plan C	N/A	\$417.69	\$371.19	\$365.89	\$226.09
BCBKS Kansas Senior Plan C Select	N/A	\$352.35	\$305.85	\$300.55	\$160.75
BCBKS Kansas Senior Plan G	N/A	\$399.60	\$353.10	\$347.80	\$208.00
BCBKS Kansas Senior Plan G Select	N/A	\$343.08	\$296.58	\$291.28	\$151.48
BCBKS Kansas Senior Plan N	N/A	\$351.90	\$305.40	\$300.10	\$160.30

Surrency Vision Services and Delta Dental Member Only Rates

Surrency Vision - Basic	Surrency Vision - Premium	Delta Dental
\$3.68	\$7.24	\$37.43

EnvisionInsurance Part D Prescription Drug

One of the EnvisionInsurance
Part D plans can be added to
the Kansas Senior
Supplemental plans

- Envision Premier Part D
- Envision Value Part D
- Envision Classic Part D



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**



THE UNIVERSITY OF
KU KANSAS

Human Resource
Management – Benefits

Envision Insurance Part D

- Plans have same pharmacy network and formularies (Preferred Drug List).
- Be sure to review the formulary and verify which plan will be best for you based on the medications you take regularly.
- Remember to take advantage of copays savings by getting 90-day supplies when possible!
- Both Envision Premier and Classic pay through the coverage gap or “donut hole.”
- Specialty medication: 30-day fill only.
- All State of Kansas drug coverage is considered creditable coverage.
 - Coverage that is as good as or better than Medicare prescription drug coverage.
 - You **MUST** have creditable drug coverage to avoid the Late Enrollment Penalty through Medicare.
 - VA and Tricare are considered creditable coverage.

SEHP:

<http://www.kdheks.gov/hcf/seh/Vendors/envision.htm>

Plan Summary:

http://www.kdheks.gov/hcf/seh/Vendors/envision/Part_D_Plan_Option_Summary.pdf

Medicare Information Resources

Senior Health Insurance Counseling for Kansas (SHICK)

- 745 Vermont, Lawrence KS
- 785-842-0543
- Please call to set up an appointment

SHICK provides monthly “Welcome to Medicare” sessions the second Wednesday of each month, from 12-1 p.m., at their location of 745 Vermont, to provide informative information for those who are new to Medicare.

Medicare.gov and mymedicare.gov

- Can create an account and enter current prescriptions
- Gives creditable coverage options for you
- Medicare & You :

<https://www.medicare.gov/Pubs/pdf/10050-medicare-and-you.pdf>

SHICK Website:

<http://kdads.ks.gov/commissions/commission-on-aging/medicare-programs/shick>



KU THE UNIVERSITY OF
KANSAS

Human Resource
Management – Benefits



KU THE UNIVERSITY OF
KANSAS

**Human Resource
Management – Benefits**

150 Carruth O Leary, Hall

785-864-7402, benefits@ku.edu

I am ready to retire, what do I do?

- Contact the KU Benefits Office 4-6 months in advance.
- Social Security (if applicable)
- Contact your retirement company(KPERS, 403b and/or 457 plan)