



PEIA Benefits in Retirement

Plan Year 2023

Non-Medicare Benefits

- ▶ May choose PEIA PPB Plans A or B or Health Plan HMO or POS
- ▶ PEIA PPB plan specifics:
 - ▶ Plan A : deductible \$525 single/\$1,050 family; oop \$1,500/\$3,000
 - ▶ Plan B: \$925 single/\$1,850 family; oop \$3,000/\$6,000
- ▶ PPB Plan coverage is the same as active employees
- ▶ Networks become more important as retirees travel more and are more likely to move outside WV

Networks...

- ▶ PEIA's Network consists of:
 - ▶ All WV providers who provide services or supplies to PEIA members
 - ▶ Providers outside WV who participate in UnitedHealthcare's Choice Plus network
- ▶ Network listings are available from UMR or at www.umar.com
- ▶ If you live in WV or a bordering county
 - ▶ In-network out-of-state care (beyond bordering counties) must be preauthorized to assure highest benefit level
 - ▶ Out-of-state, out-of-network care IS NOT covered
- ▶ Out-of-state, in-network care **not** preauthorized by UMR is
 - ▶ paid at the lower benefit level (varies based on what plan you're in)
 - ▶ the deductible and out-of-pocket maximum are doubled

More on the Network

- ▶ If you LIVE more than one county out of state, be sure to change your address
 - ▶ You don't need prior approval for out-of-state care, as long as you use in-network providers
 - ▶ Out-of-state care will be paid at the out-of-state benefit level – 70/30 for Plan A or 65/35 for Plan B
- ▶ If you are TRAVELING outside WV
 - ▶ Medical emergency covered at in-network out-of-state level
 - ▶ Other care - call UMR to protect your benefits at highest out-of-state benefit level

Let's Look at Medicare

- ▶ Must take Medicare Parts A and B upon retirement – but NOT Part D!!!
- ▶ Most Medicare-eligible retirees are in Humana's Medicare Advantage Plan for medical and prescription benefits
- ▶ New Medicare members don't move immediately to Humana
 - ▶ Retirees who turn 65 and employees aged 65 and older who retire during the plan year
 - ▶ Join the Special Medicare Plan until the next Medicare plan year
 - ▶ Can ask to move immediately to Humana
- ▶ Medicare retirees' benefits follow Medicare's Plan Year January – December
- ▶ Special Medicare Plan benefits mirror Humana Plan 1 (except Rx)

Paying for Benefits

- ▶ Retirees are eligible for the tobacco-free discount:
 - ▶ \$25 per month single
 - ▶ \$50 per month family
- ▶ Retirees pay premiums for health and life insurance.
 - ▶ May use sick/annual leave if hired before 7/1/2001
 - ▶ Must pay for life insurance, including Basic, if taken

Using Accrued Leave/Teaching Service

- ▶ Accrued leave or teaching service credit pays the premium for the health care plan the policyholder is enrolled in
 - ▶ PEIA PPB Plan A or B, Special Medicare Plan, HMO, Humana
- ▶ Must go immediately from active employment into retirement and use the benefit immediately
- ▶ Not available to those hired on and after July 1, 2001 (leave) or July 1, 2009 (teaching service)
- ▶ Premium increases do not affect the exchange rate

Calculating Your Benefit Sick/Annual Leave

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- ▶ If your PEIA coverage has been in effect continuously since:
 - ▶ Before July 1, 1988:
 - 2 days = 100% premium for 1 month single coverage
 - 3 days = 100% premium for 1 month family coverage
 - ▶ After July 1, 1988, but before July 1, 2001:
 - 2 days = 50% premium 1 month single coverage
 - 3 days = 50% premium for 1 month family coverage

Calculating Your Benefit Teaching Service

- ▶ Full-time faculty member employed on an annual contract basis for a period other than 12 months, may extend employer-paid insurance coverage based on years of teaching service. The benefit is calculated as follows:
 - ▶ $3 \frac{1}{3}$ years of teaching service = 1 year of single coverage
 - ▶ 5 years of teaching service = 1 year of family coverage
- ▶ This benefit is not available to faculty hired on or after July 1, 2009.

Non-Medicare Premiums

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PPB	Non-Medicare Retired Policyholder Only (Plan A)			Non-Medicare Retired Policyholder Only (Plan B)			Non-Medicare Retired Policyholder with non-Medicare Dependents (Plan A)			Non-Medicare Retired Policyholder with non-Medicare Dependents (Plan B)			Non-Medicare Retired Policyholder with Medicare Dependents (Plan A) ¹		
	Monthly Premium	Annual Deductible	Out-of-Pocket Maximum	Monthly Premium	Annual Deductible	Out-of-Pocket Maximum	Monthly Premium	Annual Deductible	Out-of-Pocket Maximum	Monthly Premium	Annual Deductible	Out-of-Pocket Maximum	Monthly Premium	Annual Deductible	Out-of-Pocket Maximum
Unsubsidized Premium ³	\$1,160	\$525	\$1,500	\$1,064	\$925	\$3,000	\$2,760	\$1,050	\$3,000	\$2,531	\$1,850	\$6,000	\$1,934	\$675	\$2,700
5-9 years	\$929	\$525	\$1,500	\$853	\$925	\$3,000	\$2,209	\$1,050	\$3,000	\$2,027	\$1,850	\$6,000	\$1,548	\$675	\$2,700
10-14 years	\$716	\$525	\$1,500	\$658	\$925	\$3,000	\$1,665	\$1,050	\$3,000	\$1,527	\$1,850	\$6,000	\$1,153	\$675	\$2,700
15-19 years	\$501	\$525	\$1,500	\$461	\$925	\$3,000	\$1,124	\$1,050	\$3,000	\$1,032	\$1,850	\$6,000	\$760	\$675	\$2,700
20-24 years	\$375	\$525	\$1,500	\$345	\$925	\$3,000	\$799	\$1,050	\$3,000	\$734	\$1,850	\$6,000	\$526	\$675	\$2,700
25+ years ²	\$291	\$525	\$1,500	\$267	\$925	\$3,000	\$582	\$1,050	\$3,000	\$534	\$1,850	\$6,000	\$367	\$675	\$2,700

1. This rate assumes one person on Medicare. If you have more than one, subtract \$22 for each additional Medicare Member.
2. These rates are also provided to all non-Medicare retirees who retired prior to July 1, 1997, to non-Medicare surviving dependents enrolled before July 1, 2015, and to some non-Medicare disability retirees. Surviving dependents enrolled in the PEIA plan on or after July 1, 2015, pay premiums based on the years of service earned by the deceased policyholder. Surviving dependents enrolled before July 1, 2015, are grandfathered under the previous benefit and continue to pay premiums based on 25 or more years of service.
3. This premium rate is provided to all employees hired on or after July 1, 2010, even if they retire as a result of a disability. It also applies to those who retire with fewer than 5 years of service. This rate represents the full premium with no subsidy from active employers or employees. Two classes of employees hired on or after July 1, 2010, will not be required to pay the unsubsidized rate: a) Active employees who were originally hired before July 1, 2010, with continuous coverage prior to July 1, 2010, and who have a break in service not greater than two years after July 1, 2010; and b) retired employees who retired before July 1, 2010, come back to active service after July 1, 2010, and then go back into retirement. In those cases, the original hire date will apply.

❧ Please note that there are no Plan B premiums for Non-Medicare retiree with Medicare dependents because this coverage is not available

❧ Health Plan HMO and PPO Premiums can be found in the current Shopper's Guide.

Medicare Rates

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	Medicare Policyholder Only		Medicare Policyholder with Non-Medicare Dependents ¹	Medicare Policyholder with Medicare Dependents ²	
	Humana/ PEIA PLAN 1	Humana/ PEIA PLAN 2	Humana/ PEIA PLAN 1	Humana/ PEIA PLAN 1	Humana/ PEIA PLAN 2
Unsubsidized Premium (Hired on or after July 1, 2010) ⁴	\$281	\$182	\$1,390	\$561	\$363
5 to 9 years	\$196	\$127	\$1,205	\$422	\$273
10 to 14 years	\$162	\$105	\$929	\$341	\$221
15 to 19 years	\$128	\$83	\$652	\$263	\$170
20 to 24 years	\$99	\$64	\$474	\$197	\$128
25 or more years³	\$81	\$52	\$359	\$144	\$93

1. This rate assumes one person on Medicare. If you have more than one, subtract \$22 for each additional Medicare Member.
2. This rate assumes two people on Medicare. If you have more than two, subtract \$22 for each additional Medicare Member.
3. These rates are also provided to all Medicare retirees who retired prior to July 1, 1997, to all Medicare surviving dependents prior to July 1, 2015, and to some Medicare disability retirees. Surviving dependents enrolling in the PEIA plan on or after July 1, 2015, pay premiums based on the years of service earned by the deceased policyholder. Surviving dependents enrolled before July 1, 2015, are grandfathered under the previous benefit and continue to pay premiums based on 25 or more years of service.
4. This premium rate applies to all employees hired on and after July 1, 2010, even if they retire as a result of a disability. It also applies to those who retired with fewer than 5 years of service. This rate represents the full premium with no subsidy from active employers or employees. Two classes of employees hired on and after July 1, 2010, will not be required to pay the unsubsidized rate: 1) active employees who were originally hired before July 1, 2010, and who have a break in service of fewer than two years after July 1, 2010; and 2) retired employees who retired before July 1, 2010, come back to active service after July 1, 2010, and then go back into retirement. In those two cases, the original hire date will apply.

Survivor Benefits

- ▶ If the policyholder dies, the spouse and children covered at the time of death can continue **health** coverage as surviving dependents.
 - ▶ If the surviving spouse remarries, coverage under the survivor benefit terminates
 - ▶ Surviving dependent children subject to the same eligibility rules as any other dependent children in the plan.
- ▶ If the survivor is an active or retired public employee, he/she can enroll as the policyholder
- ▶ Survivors are not eligible for life insurance

Surviving Dependents (cont'd)

- ▶ Paying for Benefits:
 - ▶ Surviving dependents pay premiums based on the **years of service earned by the deceased policyholder**.
 - ▶ Surviving dependents enrolled before July 1, 2015, will continue to pay premiums based on 25 or more years of service.
 - ▶ Survivor CANNOT use the policyholder's sick/annual leave benefit.

Premium and Benefit Assistance

- ▶ Program is available to retirees whose income is at or below 250% of federal poverty level
- ▶ Must provide documentation of income to qualify.
- ▶ Premium Assistance pays part or all of the premium, depending on income and years of service
 - ▶ Non-Medicare retirees receive ONLY premium assistance, no benefit assistance.
- ▶ Medicare eligibles with 15 or more years of service may also qualify for Benefit Assistance.
 - ▶ Reduces out-of-pocket maximum and copayments
- ▶ Typically helps retirees who have been retired for a while

Basic Life Insurance

- ▶ Life Insurance will transition to MetLife on July 1
 - ▶ No change to the benefit, just the carrier
- ▶ Basic life coverage:
 - ▶ \$10,000 decreasing term policy
 - ▶ drops to \$5,000 at retirement
 - ▶ drops to \$2,500 at age 67
- ▶ Retiree pays premium for basic life insurance

Retired Employee's Basic Life Monthly Premium	
Under age 67 -- \$5,000	\$11.60
Age 67 and over -- \$2,500	\$5.80

- ▶ Keep your beneficiary up to date

Additional Life Insurance

- ▶ Coverage up to \$150,000 for retirees
 - ▶ To have \$150,000 as a retiree:
 - ▶ Must have had that level or more as an active employee OR
 - ▶ Must submit a statement of health and be approved by life insurer
- ▶ Decreasing Term life insurance
- ▶ Optional life may be continued at retirement, but not added later
 - ▶ Be sure you do your life insurance paperwork when you retire
- ▶ Optional life insurance is decreasing term coverage
 - ▶ Premiums go up
 - ▶ Coverage goes down as you age
- ▶ Premiums are printed in the Shopper's Guide each year

Retiree Dependent Life Premiums

- ▶ Dependent life insurance is available for retirees.
- ▶ Dependent eligibility is the same as for health coverage.
- ▶ To determine how much dependent life you may have at retirement:
 - ▶ Must have had desired level or more as an active employee OR
 - ▶ Must submit a statement of health with information about each dependent to be covered and be approved by the life insurer

Retiree Dependent Life Insurance Rates	
Plan 1 (\$5,000 Spouse/\$2,000 child)	\$8.42
Plan 2 (\$10,000 Spouse/\$4,000 child)	\$16.80
Plan 3 (\$15,000 Spouse/\$7,500 child)	\$25.28
Plan 4 (\$20,000 Spouse/\$10,000 child)	\$33.70
Plan 5 (\$40,000 Spouse/\$15,000 child)	\$67.40

Who to Call

- ▶ UMR – (888) 440-7342
 - ▶ questions about PEIA PPB Plan medical claims/benefits, requests for out-of-state services, pre-certification, case management, and medical ID cards
- ▶ CVS Caremark – 1-844-260-5894
 - ▶ questions about prescription claims
- ▶ PEIA – (888) 680-7342 or visit our website at www.wvpeia.com
 - ▶ eligibility and life insurance
- ▶ Humana – (800) 783-4599
 - ▶ questions about Medicare Retiree benefits
- ▶ FBMC Benefit Management (FBMC) – (855) 569-3262
 - ▶ Dental, vision and hearing aid benefits for retirees
- ▶ Securian Financial (Minnesota Life) -- (800)-203-9515
 - ▶ Questions about life insurance