UC Retiree Health Insurance Basics & The Future of UC Retiree Health Insurance

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“Tell me and I forget. Teach me and I remember. Involve me and I learn.”

Benjamin Franklin
Retiree Health Insurance Eligibility
Will I be eligible for UC Retiree Health insurance when I retire?

To be eligible for retiree health benefits, employees must meet the following general criteria at the time of retirement:

• Active eligible employee enrolled in UCRP (including Pension Choice) or Savings Choice
• Be enrolled in or eligible to enroll in UC employee benefits on the day they retire
• Continue coverage at the time they retire
• Have a retirement date that is within 120 days of the date they end UC employment
• Continue coverage until the date retirement income begins
Will I be eligible for UC Retiree Health insurance when I retire?

Additional eligibility rules based on date of membership in UCRP:

- ELIGIBILITY RULES FOR POLICY-COVERED EMPLOYEES HIRED PRIOR TO JAN. 1, 1990

- ELIGIBILITY RULES FOR POLICY-COVERED EMPLOYEES HIRED OR REHIRED FROM JAN. 1, 1990 TO JUNE 30, 2013

- ELIGIBILITY RULES FOR POLICY-COVERED EMPLOYEES HIRED OR REHIRED ON OR AFTER JULY 1, 2013

Details for each group outlined in Fact Sheet: UC Retiree Health Eligibility Rules
Will my dependents be eligible for coverage under my retiree health insurance?

Same rules/requirements for dependents of retirees as dependents of employees

Survivors – eligible if enrolled in plan and will receive monthly survivor benefits from UCRP
Retiree Health Insurance Costs
How Much will my Retiree Health Insurance Cost?

Everyone has some cost responsibility for retiree health insurance

Two types of cost – insurance premium and cost for services;

Insurance premium costs are different than when you are an employees; UC contributes less towards the total cost

Insurance premium costs impacted if subject to graduated eligibility

Insurance premium cost changes over time because the full plan premiums will change (usually increase)
Retiree Health Premiums

- Retiree Contribution
- UC contribution
Retiree Health Insurance Premium with Graduated Eligibility

- Retiree Share
- UC Contribution
- Retiree premium
Retiree Health Insurance Coverage
Are the plan offerings for retirees the same as for employees?

Non-Medicare plans are the same for retirees as employees.

For HMO plans, will use your home zip for service area.

UC does offer a different health insurance program for retirees who move out of California and they/all covered dependents are enrolled in Medicare.
Can I select a different health insurance plan when I retire or become eligible for Medicare?

Neither retirement or Medicare enrollment provide an opportunity to change plans at that specific time in general.

Retirees have the same options to make health insurance changes during Open Enrollment each year.

When you become eligible and enroll in Medicare, you will be transitioned to the Medicare version of the plan you are currently enrolled in.

Exceptions:

Plan not offered based on your home zip code

Move out of California and are currently enrolled in an HMO

Move out of the US
Retiree Health Insurance & Medicare
What happens to my retiree health insurance when I am eligible for Medicare?

UC requires all retirees and their eligible dependents to enroll in both Medicare Part A and Medicare Part B when they become eligible and coordinate their Medicare with their retiree health insurance.

In most cases your health insurance premium cost will decrease, but you will also start paying a Medicare Part B premium (paid to Medicare or deducted from your Social Security check if applicable).
How do I enroll in Medicare

Enroll online: www.ssa.gov/medicare
Do I need to enroll in Medicare while I am still working?

Medicare Part A only, unless enrolled in HSA plan

Medicare Part B – defer; no late enrollment penalty if continuous employer coverage after age 65 and Special Enrollment Period when losing employer coverage

Same rules apply to dependents and also individuals eligible for Medicare based on disability

Does not apply to domestic partners – SEP rules do not apply
Future of UC Retiree Health Insurance
Will UC Retiree Health Insurance continue in the future?

- Retiree Health Benefits Working Group formed and began work in early 2018
- Broad representation – 16 faculty, current staff and retirees
- Meeting every three weeks; will present analysis and recommendations by June 2018; members will be engaging with their constituents throughout the process and final results/recommendations will be shared with UC community
- Charged with considering plan and program design strategies to sustain benefits, evaluate benefits at peer institutions, identify implications of options to both UC and retirees
- Current model – current/projected cost increases are greater than inflation and growing faster than UC’s budget
- Need to ensure long-term financial viability of program and value to members
- UC currently ranks in the top five among comparable universities for its contributions to retiree health care benefits
Resources
Where can I get more information?

Group Insurance Eligibility Fact Sheet for Retirees: http://ucnet.universityofcalifornia.edu/forms/pdf/group-insurance-eligibility-factsheet-for-retirees.pdf

A New Approach to Your Retiree Medical Benefits: http://ucnet.universityofcalifornia.edu/forms/pdf/new-approach-to-your-retiree-medical-benefits.pdf (Retirees and their family members enrolled in Medicare and living outside of California)


Medicare Fact Sheet: http://ucnet.universityofcalifornia.edu/forms/pdf/medicare-factsheet.pdf

Medical Plan Chooser: https://uc2017.chooser2.pbgh.org/

Medicare General Information and Resources: www.medicare.gov

Medicare premium information for 2017: https://www.medicare.gov/your-medicare-costs/costs-at-a-glance/costs-at-glance.html
Health Care Facilitator Program

Having a hassle with your health plan? Your health care facilitator can help.