WELCOME

We will begin the workshop shortly. There is no audio at this time.
WELCOME LIVESTREAM ATTENDEES

> Audio has been turned on, you should be able to hear me talking now. If you can’t hear anything check your computer’s audio settings and volume. If that doesn’t work, call into Zoom with your phone.

> Remaining anonymous
  – Go to the participants tab ➔ hover your curser over your name. Click the blue “rename” button ➔ enter ‘anonymous’

> I will answer questions throughout the workshop, but may not be able to get to them all ➔ email totalben@uw.edu with any unanswered questions

> Have your handouts ready!
RETIRING FROM DEPT. OF RETIREMENT SYSTEMS (DRS)
Dubs says...

Please silence your cell phone
INCLUDED IN THIS PRESENTATION

> PERS 1, 2, or 3
  – (Public Employees Retirement System)

> TRS 1 or 3
  – (Teachers Retirement System)

> LEOFF 2
  – (Law Enforcement Officers’ and Fire Fighters’ Retirement Plan)
EMERGENCY PROCEDURES

EVACUATION PROCEDURES (EVACUATION MAP ON BACKDOOR)

> Fire alarm: follow directions of the workshop leader. The leader will take you to the nearest emergency exit. Do not reenter the building unless instructed to do so.

> Earthquake: DROP, COVER, and HOLD.
  - a. drop under the desk
  - b. cover until the shaking stops
  - c. hold onto the desk or table, if it moves, move with it.
  - d. remain until we are notified by UW emergency management
This presentation is current as of today's date

This presentation is informative only

- Details in this presentation are not exhaustive
- Plan terms are sometimes abbreviated for clarity's sake
- You should not rely on the presentation examples in planning for your own retirement
- Your actual benefits, if any, will be determined in accordance with the plan benefits in effect at the time of your retirement
- Benefits described are subject to change
AGENDA

> UW Retirement Relations
> Steps to retirement
> Retirement eligibility rules
> Retirement income options
> PEBB retiree insurance
> Medicare
> Annual leave and sick leave pay-out (VEBA)
> Working after retirement
PAT DOUGHERTY
DIRECTOR, UW RETIREE RELATIONS | EXECUTIVE DIRECTOR, UWRA

CATHY RANDOLPH
ASSOCIATE DIRECTOR, UW RETIREE RELATIONS & UWRA

KEVIN CAVANAH
UW ENCORE SPECIALIST, UWRA

JACK O’BRIEN
ADMINISTRATIVE COORDINATOR, UWRA
UW RETIREE PRIVILEGES

HUSKY NET ID AND CARD: YOUR PASS TO CAMPUS

> Connections
  – UW Seattle campus parking
  – UW Email forwarding
  – UW Libraries

> Discounts
  – UW Arts (drama, dance, music, museums)
  – UW Club, UW Press

> Continuing recreational & spectator opportunities
  – IMA, Golf Range, Waterfront Activities Center
  – Husky athletics
JOIN ANY TIME!

UWRA

– **Advocates for all retirees** for UW campus privileges
– **Engages you in programs that connect you** with UW and your UW peers
– **Educates you on issues of interest to retirees**
– **Offers you expanded opportunities** through UW Encore
– **Gives back** through UWRA Scholarship and Fellowship awards to UW students

*Your dues support the work of UWRA to assist and engage all UW retirees.*
UW RETIREE RELATIONS OFFICE

> Location: Room B80 Gerberding Hall
> Phone: 206-543-8600
> Email: retiremt@uw.edu
> Webpage: uw.edu/uwra

> Information and resources at uw.edu/uwra/retiree-resources
UW EVENTS CALENDAR

> Social Security Workshops 2018

  – August 14, 11:30-1 p.m. Health Sciences
  – December 6, 2018 11:30-1 p.m. UW Tower

> Check the UW Events Calendar for a list of other educational seminars!
UW EVENTS CALENDAR

> Presentations by Fidelity Investments, sponsored by UW Total Benefits for UW Employees and Retirees. Includes the following topics:
  – Income Diversification – Build a Plan for Retirement Income
  – Make the Most of Social Security
  – Invest Confidently in Your Future
  – Make the Most of Your Retirement Savings
  – Preserving Your Savings for Future Generations
DEPT. OF RETIREMENT SYSTEMS (DRS)
KEY TERMS DEFINED

> Separation Date
  – Last date you are on UW payroll.

> Retirement Date
  – The first of the month following your Separation Date.

> UW Retiree
  – Employees who elect to start receiving their DRS pension the month after UW separation date.
Who are they?
  - DRS is a state agency in Olympia that is responsible for state employee retirement benefits

What do they do?
  - Confirm retirement eligibility, calculate pension benefits, & distribute monthly pension upon retirement
  - Monitor “Return to Work” retiree hours

What else do I need to know about the DRS?
  - They are your source for answering any of your pension questions
STEPS TO RETIREMENT

> DRS Pension Estimator tool is available online
> Contact the DRS to get your pension estimate and retirement packet.
  – 1-800-547-6657
  – www.drs.wa.gov
RETIREMENT ELIGIBILITY RULES
RETIREMENT ELIGIBILITY

PERS 1/TRS 1

> At least age:
  – 60 with 5 Service Credit Years; or
  – 55 with 25 Service Credit Years; or
  – ANY AGE with 30 Service Credit Years
RETIREMENT ELIGIBILITY

PERS 2/ LEOFF 2

> PERS 2
  - At Least Age:
  - 65 with 5 Service Credit Years; or
  - 55 with 20* Service Credit Years
    (*Actuarially Reduced Benefit)

> LEOFF 2 Retirement Eligibility
  - 53 with 5 Service Credit Years; or
  - 50 with 20* Service Credit Years
    (*Actuarially Reduced Benefit)
 RETIREMENT ELIGIBILITY

PERS 3/TRS 3

> At Least age:
  - 65 with 10 Service Credit Years; OR
  - 65 with 5 (12 service credit months earned after 44) Service Credit Years OR
  - 65 with 5 service credit years earned in PERS 2 and transferred to PERS 3 before June 1, 2003; TRS 3 before July 1, 1996 OR
  - 55 with 10* Service Credit Years (*Actuarially Reduced Benefit)
Members less than age 65 with 30+ years of PERS service credit have choice of which reduction factor to retire under:

- **2008 ERF option** - less severe reduction in monthly benefit; no reduction starting age 62 however cannot return to work for a Washington State public employer without forfeiting pension until age 65
- **3% ERF Option** - larger reduction but have option to return to work at a Washington State public employer prior to age 65 subject to DRS return to work rules

For more information about rules and eligibility please click [here](#).
HOW DO THEY CALCULATE MY PENSION?
PENSION CALCULATION

PERS 1 / TRS 1 RETIREMENT FORMULA

> 2% X Service Credit Years X AFC*
  –  *AFC = Average Final Compensation
    > Monthly average of 24 consecutive highest paid service credit months
    > TRS 1 highest two consecutive fiscal years (July 1- June 30)

> Example:
  – 2% x 25 SCY x AFC $3,000/month = $1,500/month
    > Maximum benefit of 60% AFC
    > Annual leave to increase your benefit:
      – To be included, the leave must have been earned during your Average Final Compensation* period (your highest-paid 24 consecutive service credit months)
PENSION CALCULATION

PERS 2/ LEOFF 2 RETIREMENT FORMULA

> 2% X Service Credit Years X AFC*
  - *AFC = Average Final Compensation
  - Monthly average of 60 consecutive highest paid service credit months

> Example:
  - 2% x 25 SCY x AFC $3,000/month = $1,500/month
  - No maximum benefit
  - No vacation pay included
PENSION CALCULATION

PERS 3/TRS 3 RETIREMENT FORMULA

A Dual Benefit Structure

> Defined Benefit Component
> Employer contributions
  – 1% x Service Credit Years x AFC
  – AFC is monthly average of 60 consecutive highest paid service credit months
PENSION CALCULATION

PERS 3/TRS 3 RETIREMENT FORMULA

> Example:
  - 1% x 25 SCY x AFC $3,000/month = $750/month
  - No maximum benefit; no vacation pay included

> Must be taking DB benefit immediately after separation to be UW Retiree

> Eligible for retiree medical benefit at 55+ 10 YOS without drawing DB-not eligible for VEBA or retiree Husky Card
PENSION CALCULATION

PERS 3/TRS 3 RETIREMENT FORMULA

Defined Contribution Component

> Employee contributions
> Your investment choice and fund performance determine how and when you take your payment
> Contact DRS for information about your options
  - Leave in the plan
  - Partial or complete withdrawal or transfer; review tax implications before doing this
RETIREMENT INCOME OPTIONS
NOW REVIEWING DRS RETIREMENT APPLICATIONS

Plans 2 and 3 Application for Service Retirement
This form is for members of the Public Employees’ Retirement System (PERS) only.

Plan 1 Application for Service Retirement
This form is for members of the Public Employees’ Retirement System (PERS) only.

UNIVERSITY of WASHINGTON
RETIREMENT INCOME OPTIONS

SINGLE LIFE OPTION

> Option 1
  – Pays the highest monthly amount of the four choices
  – No ongoing payments after you die
  – Any remaining account balance (your contributions plus interest) will be paid as lump sum to your named beneficiary
RETIREMENT INCOME OPTIONS

SURVIVOR OPTION

> Option 2 - Joint and 100% Survivor
  – reduced benefit to the retiree; designated survivor receives same amount you were receiving for his/her lifetime

> Option 3 - Joint and 50% Survivor
  – reduced benefit to the retiree; designated survivor receives 50% of your benefit for his/her lifetime

> Option 4 – Joint and 66.67% Survivor
  – reduced benefit to the retiree; designated survivor receives 66.67% of your benefit for his/her lifetime

Click on the links below to see plan specific EXAMPLES of applications:
DRS PERS Application for Service Retirement - Plans 2 and 3
RETIRED INCOME OPTIONS

POP-UP PROVISION

> If you choose a Survivor Option and designated survivor pre-deceases you
  > Notify DRS to initiate adjustment
  > Your retirement benefits will be adjusted to Single Life Option 1
COST OF LIVING ADJUSTMENT (COLA)

PERS/TRS 1

> Optional COLA

- Cannot increase or decrease more than 3% of your previous year benefit—can never reduce your benefit to less than your original amount—based on the consumer price index
- Reduces your initial pension if Optional COLA is elected
- If elected, you will receive an annual cost-of-living adjustment every July after being retired one full year
- Election of this benefit is permanent
- To find out your benefit with and without optional COLA go to DRS website-Optional COLA calculator
COST OF LIVING ADJUSTMENT (COLA)

PERS 2/TRS 3, & LEOFF 2

> Up to 3% annual increase per year (based upon regional index)
> No election necessary
> No reduction to monthly benefit
> Paid July 1 each year to members who have been retired at least one full year
TAXES

> Pension is fully taxable income (for most)
> Retirees receive IRS 1099-R form from DRS
> Contributions made prior to September 1, 1984 were taken POST-TAX
  > Reduced taxable income
  > On 1099-R box 5 – lists amount paid out that was already taxed
  > On 1099-R:
    > Box 1 – Gross earnings
    > Box 2 – Taxable earnings
    > Box 5 – Amount paid out that was already taxed
RECEIVING YOUR PENSION

> Receive your pension by mailed check, or
> Receive your pension by Direct Deposit
> Pension checks are issued on the LAST day of the month
# RECEIVING YOUR PENSION

<table>
<thead>
<tr>
<th>LAST DAY WORKED</th>
<th>FINAL PAY</th>
<th>VACATION PAY</th>
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</thead>
<tbody>
<tr>
<td>1\textsuperscript{st}-15\textsuperscript{th}</td>
<td>25\textsuperscript{th}</td>
<td>10\textsuperscript{th}*</td>
</tr>
<tr>
<td>16\textsuperscript{th}- end of month</td>
<td>10\textsuperscript{th}*</td>
<td>25\textsuperscript{th}*</td>
</tr>
</tbody>
</table>

*of the following month
RECEIVING YOUR PENSION

EXAMPLE

> Your last day of work is June 30.
> Your effective date of retirement is July 1.
> Final pay will be paid on July 10.
> Vacation payout may** be paid on July 25.
> Receive first DRS pension check on July 31.

** UWMC and HMC may have a delay in vacation payout. Check with your department regarding timing.
PUBLIC EMPLOYEES
BENEFITS BOARD (PEBB)

RETIREE INSURANCE

UNIVERSITY of WASHINGTON
HEALTH CARE AUTHORITY (HCA)

- State agency in Olympia
- As active employee
  - Receive information from UW about eligibility for health insurance
- After retirement
  - HCA is your source for your benefit information
  - HCA keeps you informed of your benefits, open enrollment, plan changes
  - UW does not have access to your HCA retiree records
- Contact the HCA
  - 1-800-200-1004
  - www.hca.wa.gov/
PEBB-INITIAL ENROLLMENT

> 60-day deadline to submit form(s) to:
  – Start PEBB retiree insurance coverage; or
  – Defer PEBB retiree coverage if you have enrolled in other qualifying coverage (generally employer sponsored coverage)
PEBB-INITIAL ENROLLMENT

EXAMPLE

LAST DAY OF WORK IS JUNE 15TH

> IF you have worked a minimum of 8 hours in the month that you separate from the UW you have employee PEBB insurance benefits through midnight of June 30th

> Contact ISC if you have a nine-month appointment to verify when your UW benefits will end

> You have 60 days from June 30th to submit forms to HCA to start or defer PEBB retiree insurance, coverage begins July 1st
PEBB ENROLLMENT

FACTS AND RULES YOU SHOULD KNOW

Cannot re-enroll once coverage is cancelled or terminated

Medicare

> If you or your spouse/partner are Medicare eligible and separated from UW:
  - To continue PEBB retiree insurance, you must enroll in Medicare Parts A & B
PEBB-CHANGING PLANS

> At retirement date
> At open enrollment each year in November
> Within 60 days of a qualifying event*
> Within 60 days of moving out of your plan’s coverage area (managed care plans or UMP Plus plans)
> Subscriber becomes eligible for Medicare

*2018 Retiree Enrollment Guide - page 25
PEBB-RETIREE MEDICAL PLANS

AT RETIREMENT: IF YOU/DEPENDENTS ARE UNDER AGE 65

> Kaiser Permanente WA (formerly Group Health)
  1. Classic Plan
  2. Value Plan
  3. SoundChoice
  4. CDHP

> Uniform Medical Plan
  1. Classic
  2. UMP Plus Puget Sound High Value Network
  3. UMP Plus – UW Medicine ACN
  4. CDHP

> Kaiser Permanente NW
  1. Classic Plan*
  2. CDHP*
  *Plans offered in Clark and Cowlitz counties in WA, and the Portland, OR area

You pay the HCA monthly premium for you and eligible dependents.
To enroll in a CDHP, you must qualify for HSA

HSA Requirements:
- Enroll in CDHP
- Not be enrolled in Medicare
- Not be enrolled in an FSA
- Not be claimed as dependent on someone’s tax return
- Not have TRICARE; no VA benefits for 3 months prior
- May only have a limited VEBA account
  > (pays dental/vision only)
ELIGIBILITY AND MEDICARE DON’T MIX

- CDHP/HSA is not available once enrolled in Medicare.
  - contributions to HSA cannot be made per IRS
ELIGIBILITY AND MEDICARE DON’T MIX

> PEBB recommends employee change plans during annual Open Enrollment the year prior to you or your spouse reach age 65 (or retirement if later).
ELIGIBILITY AND MEDICARE DON’T MIX

> If you wait to enroll in Medicare mid-year, you have 60 days to change enrollment to a non-CDHP.
  – restart deductible & out of pocket maximums
If you defer Medicare Part A to maintain enrollment in a CDHP, Medicare Part A will retro back 6 months or age 65, whichever is less, when you enroll later.

* Call HCA if questions or see 2018 Retiree Enrollment Guide-page 23
## 2018 PEBB Non-Medicare Rates

<table>
<thead>
<tr>
<th>Plan Name</th>
<th>Non-Medicare Retiree</th>
<th>Non-Medicare Retiree &amp; Spouse*</th>
<th>Non-Medicare Retiree &amp; Child(ren)</th>
<th>Full Family</th>
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</thead>
<tbody>
<tr>
<td>Kaiser WA Classic</td>
<td>$718.39</td>
<td>$1431.76</td>
<td>1253.42</td>
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<td>Kaiser WA CDHP</td>
<td>589.18</td>
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<td>Kaiser WA SoundChoice</td>
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<td>1209.20</td>
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<td>1660.77</td>
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<tr>
<td>Kaiser WA Value</td>
<td>633.52</td>
<td>1262.02</td>
<td>1104.90</td>
<td>1733.40</td>
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<td>Kaiser NW Classic</td>
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<td>1380.30</td>
<td>1208.39</td>
<td>1896.03</td>
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<td>Kaiser NW CDHP</td>
<td>590.87</td>
<td>1170.25</td>
<td>1039.99</td>
<td>1561.04</td>
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<td>Uniform Classic</td>
<td>657.86</td>
<td>1310.70</td>
<td>1147.49</td>
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<td>UMP CDHP</td>
<td>588.91</td>
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<tr>
<td>UMP Plus-PSHVN</td>
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<tr>
<td>UMP Plus-UW Med ACN</td>
<td>600.56</td>
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<td>1047.22</td>
<td>1642.76</td>
</tr>
</tbody>
</table>

* Or qualified/state-registered domestic partner

**University of Washington**
PEBB MEDICARE PLANS

FOR MEDICARE ELIGIBLE RETIREES

> PEBB plans offer secondary coverage to Medicare Parts A & B and provide coverage for important services not covered by Medicare.

  – Uniform Medical Classic (Coordination of Benefit Plan)
  – Kaiser Permanente WA & NW (Medicare Advantage Plans)
  – Medicare Supplement Plan F (administered by Premera)

> You pay the monthly premium to the HCA for you and your eligible dependent(s)
## 2018 Retirees Enrolled in Medicare Part A & Part B

<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
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<tbody>
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<td>Subscriber Only</td>
<td></td>
<td>$333.64</td>
<td>175.40</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>$173.07</td>
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<tr>
<td>Subscriber &amp; Spouse/QDP</td>
<td>1</td>
<td>986.48</td>
<td>N/A*</td>
<td>777.49</td>
<td>888.77</td>
<td>803.90</td>
<td>860.71</td>
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<td>Subscriber &amp; Spouse/QDP</td>
<td>2</td>
<td>662.26</td>
<td>345.78</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>341.12</td>
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<tr>
<td>Subscriber &amp; Child(ren)</td>
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<td>823.27</td>
<td>N/A*</td>
<td>626.97</td>
<td>710.43</td>
<td>646.78</td>
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<tr>
<td>Subscriber &amp; Child(ren)</td>
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<td>N/A*</td>
<td>N/A*</td>
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<td>341.12</td>
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<td>Full Family</td>
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<td>1476.11</td>
<td>N/A*</td>
<td>1229.06</td>
<td>1423.80</td>
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<td>1151.89</td>
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<td>990.88</td>
<td>516.16</td>
<td>N/A*</td>
<td>N/A*</td>
<td>N/A*</td>
<td>509.17</td>
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</table>
2018 MEDICARE SUPPLEMENT PLAN

PLAN F (PREMERA BLUE CROSS)

Requirements: Age 65 or older- non-disabled

<table>
<thead>
<tr>
<th>Plan F (Premera Blue Cross)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retiree Only</td>
</tr>
<tr>
<td>Retiree &amp; Spouse/Partner (1 Medicare eligible)*</td>
</tr>
<tr>
<td>Retiree &amp; Spouse/Partner (both Medicare eligible)</td>
</tr>
</tbody>
</table>

*Non-Medicare dependent (s) are enrolled in Uniform Medical Classic Plan
# 2018 DENTAL PREMIUM

## MEDICARE & NON-MEDICARE

<table>
<thead>
<tr>
<th>Plan Name</th>
<th>Subscriber</th>
<th>Subscriber &amp; Spouse*</th>
<th>Subscriber &amp; Child(ren)</th>
<th>Full Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>DeltaCare</td>
<td>$39.53</td>
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<td>79.06</td>
<td>118.59</td>
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<tr>
<td>Uniform Dental Plan</td>
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<td>91.64</td>
<td>91.64</td>
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<td>Willamette Dental</td>
<td>42.37</td>
<td>84.74</td>
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<td>127.11</td>
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</table>

*Or qualified/state-registered domestic partner
MEDICARE

> National health care insurance for people age 65 or older, or under age 65 with Social Security approved disability

> Medicare Components
  – Part A – Hospital Insurance
  – Part B – Doctor, Outpatient, durable equipment
  – Part D – Prescription Drug Coverage

Click [here](#) for Medicare Part A & B handout.
MEDICARE: PART A

- Hospital insurance
- Inpatient care in hospital
- Skilled nursing facility
- Hospice
- Home health care
- For most retirees, there is no premium
  - contact Medicare with questions.
Covers medically necessary:
- Doctor services
- Outpatient medical/surgical services and supplies
- Diagnostic tests
- Outpatient therapy
- Mental health services
- Some preventive health care services

Go online to www.Medicare.gov for forms and more info
MEDICARE: PART B

PREMIUMS

> Based on IRS Tax filing
  – Filed 2 years ago (most recent)
  – Whether file as individual, joint or married filing separately
> Premium reviewed every January
> Can defer starting at age 65 if enrolled in a qualified health plan
> Rates are available online
# MEDICARE: PART B

## PREMIUMS

<table>
<thead>
<tr>
<th>2017 Annual Income</th>
<th>You pay</th>
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</thead>
<tbody>
<tr>
<td>File individually</td>
<td></td>
</tr>
<tr>
<td>$85,000 or less</td>
<td>$134.00</td>
</tr>
<tr>
<td>above $85,000 up to $107,000</td>
<td>$187.50</td>
</tr>
<tr>
<td>above $107,000 up to $160,000</td>
<td>$267.90</td>
</tr>
<tr>
<td>File jointly</td>
<td></td>
</tr>
<tr>
<td>$170,000 or less</td>
<td></td>
</tr>
<tr>
<td>above $170,000 up to $214,000</td>
<td></td>
</tr>
<tr>
<td>above $214,000 up to $320,000</td>
<td></td>
</tr>
</tbody>
</table>
**MEDICARE: PART A & PART B**

WHAT ISN’T COVERED BY PART A & PART B?

- On Medicare covered services you still pay
  - Your deductible
  - Coinsurance & copayments
- Most dental care including dentures
- Eye exams related to prescribing glasses
- Routine foot care
- Custodial care
- Hearing aids
MEDICARE: PART A & PART B

WHAT ISN’T COVERED BY PART A & PART B?

> Limited prescription drug coverage
> Be sure to find out if Medicare covers a test, item or service you need
> Limited coverage for non-US travel
WHAT IS MEDICARE PART D?

> Voluntary prescription drug plan
> Part D Plans are administered by Medicare-approved insurance companies
> Premiums, deductibles, co-insurance vary by plan
  - for more information contact www.medicare.gov
PEBB does not offer a Medicare Part D plan.

If electing PEBB Medical plan, generally you do not need a Medicare Part D plan:
- Prescription drug coverage included
- Coverage is as good or better than Part D plans available

*Except Premera Blue Cross Medicare Supp. Plan F*
UNIFORM MEDICAL PLAN: COORDINATION OF BENEFITS

MEDITCARE ELIGIBLE

> Enroll in:
  - Medicare Part A
  - Medicare Part B; pay monthly premium to Social Security
  - Uniform Medical Plan; pay monthly premium to HCA
UNIFORM MEDICAL PLAN: COORDINATION OF BENEFITS

MEDICARE ELIGIBLE

> Go to provider* who accepts Medicare assignment
  – Includes additional benefits not covered by Medicare (vision, hearing, and Rx so no need to enroll in Medicare Part D
  – Medicare pays first (primary) up to limits of its coverage,
  – Uniform coverage pays second for costs the primary insurance didn’t cover

*The secondary payer may or may not pay any of the costs not covered by Medicare.
*For a list of providers see:  http://www.medicare.gov/
When you become Medicare eligible and depending on location, choose either

- Kaiser WA Medicare Plan *
- Kaiser Permanente NW Senior Advantage
  > Southern WA northern OR only

* Kaiser Medicare Advantage Plan: Non-Medicare dependents chose between Kaiser WA Classic, Value, or SoundChoice
PEBB MEDICARE ADVANTAGE PLANS

> Enroll in:
  – Medicare Part A
  – Medicare Part B; pay monthly premium to Social Security
  – Medicare Advantage Plan (Kaiser WA/Kaiser Permanente NW; pay monthly premium to HCA)

> Choose primary care physician
  – Cannot go out of network unless approved

> No need to enroll in Medicare Part D

> Medicare and non-Medicare eligible expenses covered by Medicare Advantage Plans
Enroll in:

– Medicare Part A
– Medicare Part B, pay monthly premium to Social Security
– PEBB Medicare Supplemental Plan F (Premera Blue Cross); pay monthly premium to HCA
– Plan F does not cover services unless Medicare eligible

Plan F provides supplemental coverage for items not covered by Medicare such as co-payments, coinsurance and deductibles.
– Does not include Rx coverage, consider Medicare Part-D.

More information:
– Retiree Enrollment Guide
– Contact Premera or visit the HCA website
PEBB MEDICARE SUPPLEMENT PLAN F

> Enroll in:
  – Medicare Part A
  – Medicare Part B, pay monthly premium to Social Security
  – PEBB Medicare Supplemental Plan F (Premera Blue Cross); pay monthly premium to HCA
  – Plan F does not cover services unless Medicare eligible
Plan F provides supplemental coverage for items not covered by Medicare such as co-payments, coinsurance and deductibles.

- Does not include Rx coverage, consider Medicare Part-D.
PEBB MEDICARE SUPPLEMENT PLAN F

> More information:
  – Retiree Enrollment Guide
  – Contact Premera or visit the HCA website
WHO PAYS FIRST?

> Questions about who pays first
  – call Medicare Coordination of Benefits Contractor
    > 1-855-798-2627

> Inform your doctor, hospital, and all other health providers about all your health coverage to make sure your bills are sent to the right payer (coordination of benefits).

> Who pays first: VEBA or Medicare: call VEBA Administrator:
  – 1-888-828-4953
MEDICARE A & B ENROLLMENT
MEDICARE A & B ENROLLMENT

UNDER AGE 65 AT TIME OF SEPARATION

> UNDER age 65 at time of separation from UW
  - Enroll three months before 65th birthday - provide resulting proof to HCA to continue health insurance coverage
  - Contact Social Security Administration to enroll, or enroll online here.
  - Automatic enrollment if receiving Social Security Benefits
MEDICARE A & B ENROLLMENT

OVER AGE 65 AT TIME OF SEPARATION

> OVER age 65 at time of separation from UW
  > Enroll in Medicare three months before your retiree insurance will start. Provide HCA with proof of enrollment in Parts A & Part B:
    > copy of your Medicare card; or
    > Print a Benefit Verification Letter from: [www.ssa.gov/myaccount](http://www.ssa.gov/myaccount)
MEDICARE A & B ENROLLMENT

> Initial Medicare Enrollment Period
  - Eligible at age 65 (non-disability)
  - Enrollment period: 3 calendar months prior to eligibility month (month you turn 65)
  - Enrollment period: ends 3 calendar months after eligibility month (7-month period)
# Medicare A & B Enrollment

**Example: seven-month Initial Enrollment Period for someone with a July birthday**

<table>
<thead>
<tr>
<th>3 months before birthday month</th>
<th>Birthday Month</th>
<th>3 months after birthday month</th>
</tr>
</thead>
<tbody>
<tr>
<td>April If join this month, Medicare starts in July</td>
<td><strong>July</strong> If join this month, Medicare starts in August</td>
<td>October If join this month, Medicare starts in January</td>
</tr>
<tr>
<td>May If join this month, Medicare starts in July</td>
<td></td>
<td></td>
</tr>
<tr>
<td>June If join this month, Medicare starts in July</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
MEDICARE A & B ENROLLMENT

SPECIAL MEDICARE ENROLLMENT PERIOD

> Eligible to sign up as long as
  – you or your spouse are working and covered employer group insurance, or
  – Loss of employer medical (current employment) after age 65 & 3 months (have an 8-month period to enroll)
MEDICARE A & B ENROLLMENT

GENERAL ANNUAL ENROLLMENT PERIOD

> General Annual Enrollment Period
  - January 1 – March 31 with coverage effective July 1
  - Premium increases 10% for each year you were eligible for Medicare Part B and did not enroll

> Caution:
  - Initial Medicare Enrollment Rules take priority over Special Medicare Enrollment Rules
  - Special Enrollment - Medicare Part A effective date retroactive 6 months but not prior to age 65
MEDICARE A & B ENROLLMENT

SPECIAL ENROLLMENT PERIOD

> If over age 65 at time of retirement, then enroll 3 months before UW separation date:
  - Contact Social Security:
    > Phone (1-800-772-1213) - Schedule appointment; or have Application sent by mail to complete
    > Online (https://www.ssa.gov/medicare/) - You cannot enroll online for Medicare Part B, if already enrolled in Medicare Part A
  > In Person without an appointment; may have to wait
MEDICARE A & B ENROLLMENT

SPECIAL ENROLLMENT PERIOD

1. CMS-40B: Application for Enrollment in Medicare
   
   **YOU WILL COMPLETE**
   
   - Access to the CMS-40B and Medicare information:
   - [www.ssa.gov/medicare/](http://www.ssa.gov/medicare/)

2. CMS-L564: Request for Employment Information
   
   **TOTAL BENEFITS WILL COMPLETE**
   
   - Contact Total Benefits office for this form
MEDICARE A & B ENROLLMENT

> Make copies of completed forms for your records, return forms to Social Security

> Medicare Part B premium
  – Social Security agent will confirm premium
  – If receiving Social Security Benefits check, premium will be deducted monthly
  – If not yet receiving Social Security Benefits check, you will be billed quarterly by Social Security
Upon receipt of your updated card, make a copy, attach to your retiree insurance enrollment form, and mail to HCA or...
MEDICARE A & B VERIFICATION

> Create an online Social Security account at: www.socialsecurity.gov
  – Two weeks after submitting your enrollment forms, go to this website and select “Get a Benefit Verification Letter”
  – Print and attach Benefit Verification Letter to retiree enrollment form and send to HCA
  – If you can’t or don’t want to use your online account for your Benefit Verification letter, call SSA at 1-800-772-1213 .
  – Another option is to wait for an updated Medicare Card in the US mail
HOW TO CREATE AN ONLINE SOCIAL SECURITY ACCOUNT

my Social Security
How to Create an Online Account

You can create a my Social Security account to access your Social Security Statement to check your earnings and get your benefit estimates. If you receive benefits, you can also:

- Get your benefit verification letter;
- Change your address and phone number;
- Start or change your direct deposit;
- Request a replacement Medicare card; and
- Get a replacement SSA-1099 or SSA-1096 for tax season.

Even if you do not currently receive benefits, you can:

- Check the status of your application or appeal;
- Get a benefit verification letter stating that you:
  - never received Social Security benefits, Supplemental Security Income (SSI) or Medicare, or
  - received benefits in the past, but do not currently receive them (The letter will include the dates your benefits stopped and how much you received that year); or
  - applied for benefits but haven’t received an answer yet.

You may be able to use your free my Social Security account at www.socialsecurity.gov/myaccount to request a replacement Social Security card online, as long as you live in one of the participating states or the District of Columbia, are not requesting a name change or any other change to your card, and you meet other requirements.

There is no fee to create a my Social Security account, but you must have an email address. See other side for instructions on setting up an account using an activation code.

Email account set up

There are many options available to set up an email address and it can be done in as little as five minutes. Each email provider has its own criteria for setting up an account and you must accept the provider’s terms of use agreement. Some examples of free email providers include:

- AOL: aol.com
- Gmail: gmail.com
- iCloud Mail (Apple): icloud.com
- Outlook: outlook.com
- Yahoo:@yahoo.com

*This is not a complete list of email providers. Social Security is not endorsing any of these particular email account providers, as you may use other email account providers as appropriate.

NOTE: Even if you do not use email on the computer, if you have a smartphone it is likely that you already have an email account. Contact your cell phone service provider to find out.

Setting up your own my Social Security account

After you have a valid email address, you are ready to set up your own my Social Security account. To set up your account, visit www.socialsecurity.gov/myaccount then follow the steps on the back of this page.
NOW VIEWING HCA/PEBB ENROLLMENT FORMS
HCA/PEBB ENROLLMENT FORMS

PEBB RETIREE COVERAGE ELECTION FORM (FORM A)

> All retirees complete this form
> Enroll, defer, terminate coverage

*Find examples these enrollment forms at this link*
HCA/PEBB ENROLLMENT FORMS

MEDICARE SUPPLEMENT ENROLLMENT (FORM B)

> Only complete if
  – Medicare eligible and
  – enrolling in Medicare Supplement Plan F (with Premera)

*Find examples these enrollment forms at this link*
HCA/PEBB ENROLLMENT FORMS

MEDICARE SUPPLEMENT ENROLLMENT (FORM C)

> Only complete if
  – Medicare eligible and
  – enrolling in Medicare Advantage Plan (Kaiser WA/Kaiser Permanente NW Medicare Advantage Plan)

*Find examples these enrollment forms at this link*
HCA/PEBB ENROLLMENT FORMS

> Declaration of Tax Status (All Plans)
  – Only if enrolling new Qualified Domestic Partner

> Verification needed for any new dependents (All Plans)

> Electronic Debit Agreement Form (All Plans)
  – If not electing to deduct premiums from DRS pension
  – (PERS/TRS/LEOFF)
HCA/PEBB ENROLLMENT FORMS

PREMIUM SURCHARGE ATTESTATION (TOBACCO USE / SPOUSE)

> Retiree Subscribers enrolled in Medicare Part A & B
  – Attestation Not required
  – Not eligible for Smart Health wellness incentive

> Non-Medicare eligible employees applying for Retiree Medical coverage in 2018 *without a break in coverage* will not have to file another attestation if previously done so as an employee
Subscriber can qualify for following financial wellness incentive in two ways:
  – A $125 reduction in subscriber 2018 PEBB program medical deductible, or
  – A one-time deposit of $125 into the subscriber’s health savings account (if enrolled in a PEBB consumer-directed health plan for 2018)

> See page 65 of PEBB 2018 Retiree Enrollment Guide for information and how to get started.
HCA/PEBB ENROLLMENT FORMS

DEFER YOUR ENROLLMENT

> If you will be enrolled in eligible non-PEBB retiree medical coverage which qualifies to defer PEBB retiree coverage
  – Check “Defer my Coverage” box and select the appropriate eligible deferral option box immediately below.
Contact HCA to re-enroll no later than 60 days after loss of your qualified deferred coverage noted above. To qualify you must:

- Submit a new PEBB Retiree Election form within 60 days
- Have no break in other qualifying medical coverage (not even one day)
- Include a loss of coverage letter
- Questions: Contact PEBB Benefits Services at 1-800-200-1004.
SHIBA

STATEWIDE HEALTH INSURANCE BENEFITS ADVISORS

> Volunteer advisors under the Office of WA State Insurance Commissioner: 1-800-562-6900

> One on one counseling or in person to assist with:
  – Review long-term care policies (this benefit not provided by Medicare or your PEBB plans)
  – Help evaluate insurance needs
  – Medicare questions
  – Apply for subsidies for Rx
  – Medicare Savings Plan to help pay for Medicare Part A and B premiums, copays and deductible
RETIREE LIFE INSURANCE
RETIREE LIFE INSURANCE

> PEBB Retiree Life Insurance
> Portability of Term life insurance
> Conversion of Employee Life Insurance
KEY TERMS DEFINED

> Portability - the ability to continue the term life benefit once you separate from UW.
> Conversion - the process of changing term insurance into whole life (cash value life insurance).
RETIREE LIFE INSURANCE

OPTIONS

> PEBB Retiree Life Insurance
  – MetLife enrollment form is included in 2018 Retiree Enrollment Guide – After “Form A”
  – See page 10 in enrollment guide for 2018 premium rates
  – No change in rates for 2018
  – Include form when sending Retiree healthcare election form(s) to HCA

> For Portability and Conversion options contact
  – MetLife at 1-866-548-7139 to speak to a PEBB WA State Specialist
  – Conversion only: 1-877-275-6387 (option 1)
PEBB LIFE INSURANCE

OTHER BENEFITS

– Will Preparation Services
– Estate Resolution Service
– Convertible or portable at termination
– Grief Counseling
– Funeral Assistance
– Accelerated Benefit Option
– Travel Assistance
– Beneficiary Claim Assistance
– Life Settlement Account
– Contact MetLife for detailed information
ANNUAL LEAVE AND SICK LEAVE PAYOUT (VEBA)
ANNUAL LEAVE

WHAT ARE THE RULES?

> Leave payout rules vary by employee type
> See HR website for leave rules:
  – [http://hr.uw.edu/ops/leaves/](http://hr.uw.edu/ops/leaves/)
> Payment process is through Workday
Final payout for accumulated annual leave is paid on the regular payroll pay dates.

Campus employees should contact the ISC for questions: 206-543-8000

Medical Center employees should call or email UW Medical Centers Payroll at 206-744-9280 or uwmpay@uw.edu

UW Total Benefits is unable to answer questions about when annual leave will be paid out
SICK LEAVE

> 25% pay out of unused sick leave balance may be paid into a VEBA (Voluntary Employees Benefits Association) account
  – Complete a VEBA enrollment form as you cannot be paid the amount directly
  – Amount based upon your unused sick leave hours
  – Funds (VEBA) Tax-free medical reimbursement account
    > No “use-it-or-lose-it” provision
    > Can be transferred to a beneficiary, if you pass away with no surviving spouse or dependents
VEBA

WHAT IS VEBA?

> Reimburse yourself for out-of-pocket medical, dental and vision expenses not paid by insurance
  – Spouse and qualified dependents are covered- even if you pass away
  – Co-pays, deductibles, co-insurance
  – Prescription drugs
  – Health care premiums (retiree medical, Medicare Part B)
  – See list of eligible expenses in the VEBA brochure
    > Other expenses outlined in IRS Publication 502

> www.veba.org
VEBA

ENROLLMENT: INVESTMENT OPTIONS

Can choose Option A or B (or Default: 100% to Stable Value Fund)

> Option A: Choose a Pre-mix
  – Four Vanguard Life Strategy Funds (choose 1)

> Option B: Do-it-Yourself
  – Six asset classes/Fund choices (elect a percentage)
  – Quarterly or Annual rebalancing option
VEBA

ENROLLMENT

> Employee
  – Completes VEBA membership enrollment form and returns it to UW Total Benefits Office.
  > Submit UW Retirement Application online

> UW ISC/Payroll
  – Unused sick leave hours used to calculate your VEBA benefit amount and reports this value to UW Total Benefits

> UW Total Benefits
  – Sends a copy of your VEBA enrollment form and calculated VEBA benefit amount to VEBA Plan Administrator to establish your VEBA account

*Failure to turn-in the enrollment form will result in the loss of your 25% sick leave cash out
VEBA

> VEBA Plan Administrator – *After receipt* of enrollment form and funds from UW will establish your account, and send you a welcome packet by US mail. Information sent includes:
  - How to submit a claim
  - Reoccurring expense claim form – use for reimbursing monthly premium expenses
  - Online account access and how to file a claim online

> Claims processed daily
  - Set-up direct reimbursement deposit to your checking or savings account
Submit your letter of resignation indicating your last day of UW employment

- State “separating due to retirement”
- The proper time to submit your letter of retirement depends upon your position, refer to your UW Retirement Checklist for details.
**UW RETIREMENT CHECKLIST**

**DURING THE YEAR PRIOR TO RETIREMENT**

> Attend a UW Total Benefits Retirement Workshop
> Contact the Department of Retirement Systems (DRS)
> Voluntary Investment Program (VIP) with TIAA and Fidelity *(optional plan)*
> WA State Deferred Compensation *(optional plan)*
> Social Security
> Take advantage of CareLink before your employment ends
  - Wills and other legal documents
  - Toll Free: 1-866-598-3978 -https://hr.uw.edu/benefits/uw-carelink/
3-6 MONTHS PRIOR TO RETIREMENT

> Medicare Enrollment – (enroll if applicable)
  – Required if enrolling in PEBB retiree insurance at age 65 or older (including covered dependents)
> Request pension estimate and/or retirement packet from the DRS
3 MONTHS PRIOR TO RETIREMENT

> UW APPLICATION FOR RETIREMENT
  > Complete online UW Retirement Application
  > Used to monitor benefits at time of separation
  > Required for Husky Retiree ID card
  > Become member of UW Retirement Association
  > Eligibility for VEBA

> VEBA enrollment form, if applicable
  > Complete and return to UW Total Benefits Office
  > note your UW separation date on top of form

> Life insurance continuation
  > Contact MetLife for portability or conversion options
30–60 DAYS PRIOR TO RETIREMENT

FORMS TO SUBMIT TO THE DRS

Department of Retirement Systems forms:

– Application for Retirement
– Survivor’s birthdate evidence
  > Only if electing a Survivor Option 2, 3 or 4
  > Send copy only not original documentation
– List of acceptable “Survivor Proof of Age” is on the Application
30–60 DAYS PRIOR TO RETIREMENT

FORMS TO SUBMIT

> HEALTH CARE AUTHORITY (HCA)
  - PEBB retiree coverage election form(s): (A for everyone), (B/C depending on plan selection)
  - Declaration of Tax Status
  - Dependent Verification
  - Proof of Medicare coverage (Parts A and B if applicable)
  - If you do not elect to have premiums withdrawn from PERS pension include:
    > First month’s premium check
    > Electronic Debit Service Agreement
DURING MONTH PRIOR TO RETIREMENT

TURN IN TO YOUR DEPARTMENT

> keys, etc.
> Husky card without U-Pass
> Note: HMC: follow HMC procedures
DURING MONTH PRIOR TO RETIREMENT

TURN IN TO TRANSPORTATION SERVICES

> Husky card with U-Pass
> Parking permit
  – Contact: 206-221-3701 or ucommute@uw.edu
DURING MONTH PRIOR TO RETIREMENT

AUTOMATIC WITHDRAWALS/ DIRECT DEPOSITS

> Credit Unions
> Husky card account:
  – 206-543-7222
  – huskycrd@uw.edu
> Combined Fund Drive
  – uwcfd@uw.edu
As a UW retiree, support your favorite nonprofits!

It’s easy! Give via check or through your pension
- contact the state CFD office at cfd@sos.wa.gov

You can make an incredible impact
- more than 5,000 nonprofits including UW programs

If you are currently giving
- your contributions will continue into your retirement
- Change your current pledge by contacting UWCFD
  > uwcfd@uw.edu

Visit uw.edu/uwcfd for more information.
FLEXIBLE SPENDING ACCOUNT or DEPENDENT CARE ASSISTANCE PLAN

IF YOU HAVE EITHER OF THESE ACCOUNTS...

> Please contact Navia Benefit Solutions, the third party administrator for options and directions about your account(s).
  – 1-800-669-3539 or
  – http://pebb.naviabenefits.com/
> You may continue through end of calendar year via COBRA election.
Workday sends an electronic notice that your UW insurance benefits have terminated

HCA will mail you a packet with information on how to continue your health care coverage using COBRA
WORKING AFTER RETIREMENT
POST-RETIREMENT EMPLOYMENT

> Go to DRS website for accurate information about working after retirement. See:
  – “Thinking About Working After Retirement”
    > Please read carefully to understand rules and possible impact on your pension
    > Contact DRS with questions

> Written or oral agreements about post-retirement state employment are in violation of state law and UW policy
  – Violation of law results in nullification of the individual’s retirement
POST-RETIREMENT EMPLOYMENT

LEOFF

> Please contact the DRS for return to work information, rules, and policies.
> Here is a helpful worksheet on the DRS website that goes into all of the details that you’ll need to know:
  – LEOFF Plans 1 and 2: Thinking About Working After Retirement?
POST-RETIREMENT EMPLOYMENT

PERS & TRS

> Limit of 867 post retirement hours for
  – PERS 1, 2 & 3 and TRS 3 retiree’s work hours based on calendar year
  – TRS 1 based on fiscal year starting July 1-June 30

> UW reports all hours worked to DRS
  – YOU must track your hours from all DRS employers, the UW does not have all data

> Must wait 30 calendar days after your effective retirement date to return to work

> YOU MUST IDENTIFY YOURSELF AS A DRS RETIREE if you return to work at any Washington state agency
> If you retire before 65 the rules are different
  – If you return to work before you are 65
    > Your pension will stop
    > Your pension will restart the first of the month after you stop working
  – You may return to work at age 65
    > At this point you are subject to the rules mentioned in the previous slide
POST-RETIREMENT EMPLOYMENT

DRS CONTACT INFORMATION

> WEBSITE: www.drs.wa.gov
> PHONE: 360.664.7000 or toll free 800.547.6657
> TTY users Dial 711 for Washington Relay service
THANK YOU FOR ATTENDING!

Be sure to complete your evaluation and turn it in. Livestream participants will receive an email with link.

Total Benefits office contact information:

Web: http://hr.uw.edu/benefits/
Email: totalben@uw.edu
Phone: 206-543-4444
Address: UW Tower, Box 359556, Seattle, WA 98195
4333 Brooklyn Ave NE, UW Tower, O Building, 1st floor