Welcome to the webinar. We will start shortly.

UC Retiree Health Benefits
What we will cover today

Eligibility

Premiums and Your Retiree Health Group

Medicare and UC Medical Plans

Transition into Retirement

FAQs
UC retiree health benefits

UC is committed to ongoing health benefits

Plan designs can change

Not a guaranteed benefit

Your share of costs may change
Eligibility
Retiree health and welfare benefits

- Medical
- Dental
- Legal
- Vision
- Accidental Death & Dismemberment
- Pet Insurance
To be eligible for retiree health benefits:

- Enrolled or eligible to be enrolled in UC employee benefits
- 10 or more years of Retiree Health service credit
- Elect monthly retirement income*
- Retirement date within 120 days of the date you separate from UC employment
- Continuous coverage until your retiree eligibility begins
- If you are rehired after a break in service, you must work at least 12 months in an eligible position

*You forfeit retiree health benefits if you elect a lump sum cashout
Eligible family members

- Spouse
- Domestic partner
- Children up to age 26
- Grand children
- Legal ward
- Over aged disabled child
  - Certified by your medical plan prior to age 26
Premiums and Your Retiree Health Group
Your cost for retiree medical and dental

› Premiums charged to UC by the medical/dental plan
› UC’s contribution, determined annually
› Your retiree health group
› Your retiree health service credit
› Percentage of UC’s contribution for which you are eligible
› Who is covered
› Medicare coordination with your UC medical plan
### UC retiree health eligibility groups

<table>
<thead>
<tr>
<th>Group 1</th>
<th>Group 2</th>
<th>Group 3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active UCRP member without break in service:</td>
<td>Active UCRP member without break in service:</td>
<td>Newly hired, or rehired after a break in service:</td>
</tr>
<tr>
<td>Before January 1, 1990</td>
<td>January 1, 1990 - June 30, 2013*</td>
<td>On/after July 1, 2013*</td>
</tr>
<tr>
<td>% of UC Contribution:</td>
<td>% of UC contribution:</td>
<td>% of UC contribution:</td>
</tr>
<tr>
<td>100%</td>
<td>50-100% based on service</td>
<td>0-100% based on age and service</td>
</tr>
</tbody>
</table>

*Subject to collective bargaining
Retiree health service credit

- UCRP service credit
- Savings Choice service credit
- Earned based on percent time worked in an eligible position
- Forfeited if you take a full refund of UCRP accumulations or Savings Choice DC Plan balances before retirement
Retiree health group 1

UC’s contribution: 100%

› Active UCRP member prior to January 1, 1990
› No break in service of more than 120 days
Retiree health group 2

UC’s contribution: 50-100%
› Active UCRP member between January 1, 1990 and June 30, 2013*
› Rehired during this period after a break in service

50% of UC’s contribution with:
› 10 years of Retiree Health service credit
› Age and service credit in whole years equals 75

Increases 5% for each whole year over 10:
› 11 years = 55%, 12 years = 60%, 13 years = 65%, etc

100% UC contribution with 20+ years of service

*Subject to collective bargaining
Retiree health group 3

UC’s contribution: 0-100%

› Active UCRP or Savings Choice participant on or after July 1, 2013, or rehired after a break in service
› Does not apply to Safety Members

UC’s contribution based on age and service at retirement:

› 10 years of Retiree Health service credit required
› Minimum UC contribution of 5% at age 56

100% UC contribution at age 65 with 20+ years of service
## Retiree health group 3

<table>
<thead>
<tr>
<th>Service Credit</th>
<th>55</th>
<th>56</th>
<th>57</th>
<th>58</th>
<th>59</th>
<th>60</th>
<th>61</th>
<th>62</th>
<th>63</th>
<th>64</th>
<th>65</th>
</tr>
</thead>
<tbody>
<tr>
<td>10</td>
<td>0%</td>
<td>5.0%</td>
<td>10.0%</td>
<td>15.0%</td>
<td>20.0%</td>
<td>25.0%</td>
<td>30.0%</td>
<td>35.0%</td>
<td>40.0%</td>
<td>45.0%</td>
<td>50.0%</td>
</tr>
<tr>
<td>11</td>
<td>0%</td>
<td>5.5%</td>
<td>11.0%</td>
<td>16.5%</td>
<td>22.0%</td>
<td>27.5%</td>
<td>33.0%</td>
<td>38.5%</td>
<td>44.0%</td>
<td>49.5%</td>
<td>55.0%</td>
</tr>
<tr>
<td>12</td>
<td>0%</td>
<td>6.0%</td>
<td>12.0%</td>
<td>18.0%</td>
<td>24.0%</td>
<td>30.0%</td>
<td>36.0%</td>
<td>42.0%</td>
<td>48.0%</td>
<td>54.0%</td>
<td>60.0%</td>
</tr>
<tr>
<td>13</td>
<td>0%</td>
<td>6.5%</td>
<td>13.0%</td>
<td>19.5%</td>
<td>26.0%</td>
<td>32.5%</td>
<td>39.0%</td>
<td>45.5%</td>
<td>52.0%</td>
<td>58.5%</td>
<td>65.0%</td>
</tr>
<tr>
<td>14</td>
<td>0%</td>
<td>7.0%</td>
<td>14.0%</td>
<td>21.0%</td>
<td>28.0%</td>
<td>35.0%</td>
<td>42.0%</td>
<td>49.0%</td>
<td>56.0%</td>
<td>63.0%</td>
<td>70.0%</td>
</tr>
<tr>
<td>15</td>
<td>0%</td>
<td>7.5%</td>
<td>15.0%</td>
<td>22.5%</td>
<td>30.0%</td>
<td>37.5%</td>
<td>45.0%</td>
<td>52.5%</td>
<td>60.0%</td>
<td>67.5%</td>
<td>75.0%</td>
</tr>
<tr>
<td>16</td>
<td>0%</td>
<td>8.0%</td>
<td>16.0%</td>
<td>24.0%</td>
<td>32.0%</td>
<td>40.0%</td>
<td>48.0%</td>
<td>56.0%</td>
<td>64.0%</td>
<td>72.0%</td>
<td>80.0%</td>
</tr>
<tr>
<td>17</td>
<td>0%</td>
<td>8.5%</td>
<td>17.0%</td>
<td>25.5%</td>
<td>34.0%</td>
<td>42.7%</td>
<td>51.0%</td>
<td>59.5%</td>
<td>68.0%</td>
<td>76.5%</td>
<td>85.0%</td>
</tr>
<tr>
<td>18</td>
<td>0%</td>
<td>9.0%</td>
<td>18.0%</td>
<td>27.0%</td>
<td>36.0%</td>
<td>45.0%</td>
<td>54.0%</td>
<td>63.0%</td>
<td>72.0%</td>
<td>81.0%</td>
<td>90.0%</td>
</tr>
<tr>
<td>19</td>
<td>0%</td>
<td>9.5%</td>
<td>19.0%</td>
<td>28.5%</td>
<td>28.0%</td>
<td>47.5%</td>
<td>57.0%</td>
<td>66.5%</td>
<td>76.0%</td>
<td>85.5%</td>
<td>95.0%</td>
</tr>
<tr>
<td>20 or more</td>
<td>0%</td>
<td>10.0%</td>
<td>20.0%</td>
<td>30.0%</td>
<td>40.0%</td>
<td>50.0%</td>
<td>60.0%</td>
<td>70.0%</td>
<td>80.0%</td>
<td>90.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
Your premiums and UC’s contribution to medical/dental

<table>
<thead>
<tr>
<th></th>
<th>Example A 100% of UC contribution</th>
<th>Example B 75% of UC contribution</th>
<th>Example C 50% of UC contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total monthly premium</strong></td>
<td>$1,552</td>
<td>$1,552</td>
<td>$1,552</td>
</tr>
<tr>
<td>(UC Blue &amp; Gold, Self + Adult)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>UC contribution</strong></td>
<td>$1,000</td>
<td>$750</td>
<td>$500</td>
</tr>
<tr>
<td><strong>Your monthly cost</strong></td>
<td>$552</td>
<td>$802</td>
<td>$1,052</td>
</tr>
</tbody>
</table>
How are premiums paid

- Deducted from your UC monthly pension check
- Part B reimbursement, if any, added to your pension check
- Medicare premiums deducted from SS payment or paid directly
How are premiums paid

- You must enroll separately
- You pay premiums directly to VSP, Prudential or Nationwide
Medicare and UC medical plans
Medicare – Made up of three parts*

**Part A: Hospital insurance**
- Financed by payroll taxes
- If you are eligible to receive it based on your own or your spouse’s contributions during employment, you do not pay a premium

**Part B: Medical insurance**
- Monthly premium, usually deducted from SS check

**Part D: Prescription insurance**
- Most UC retirees do not pay extra premium, but may pay premium if income above certain threshold

*Part C is not a component, but a type of Medicare Advantage plan
UC medical plans and Medicare

Non-Medicare retirees and family members
› Same plan options as active employees
› Includes over age 65 and not eligible for Medicare Part A for free

Medicare requirements
› If eligible for Medicare Part A for free, you must enroll in Part B
› Eligible under your own record or that of a current, former, or deceased spouse

Medicare retirees
› Medicare Advantage Plans (comprehensive coverage)
› Medicare supplemental plans (pay after Medicare)
› Medicare coordinator plan outside of California (within the US)
What happens when you or your family member turn 65?

Are age 65+ during retirement process
› The Retirement Administration Service Center (RASC) will provide a Medicare Packet which includes the Request for Employment form to submit to Social Security Administration for Medicare application
› Once enrolled in Medicare, you and any eligible family members will need to complete the UC medical plan form provided in your packet

Turn age 65 after retirement
› UC will notify you prior to turning age 65 with information about Medicare and instructions for applying
UC medical plans and Medicare

Medicare becomes your primary insurance
› You will switch to a version of your UC medical plan that coordinates with Medicare
› Some UC medical plans do not have Medicare coordination and you will have to change to another medical plan

Once enrolled in UC-sponsored Medicare plans
› UC may reimburse a portion of your Part B premium if the monthly UC contribution exceeds the cost of your plan

Most UC medical plans coordinate with Part D
› Do not need to enroll in separate plan
› You may lose your UC medical coverage if you enroll separately
# Part B reimbursement

<table>
<thead>
<tr>
<th></th>
<th>Example A 100% of UC contribution</th>
<th>Example B 75% of UC contribution</th>
<th>Example C 50% of UC contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total monthly premium</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
</tr>
<tr>
<td>(Kaiser Senior Advantage)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>UC contribution</td>
<td>$640</td>
<td>$480</td>
<td>$320</td>
</tr>
<tr>
<td>Your monthly cost</td>
<td>$0</td>
<td>$20</td>
<td>$180</td>
</tr>
<tr>
<td>Part B reimbursement*</td>
<td>$140</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

*Part B reimbursement only payable if UC’s contribution exceeds the Medicare plan premium.
Medicare Coordinator Program

For retirees living outside California
› All family members in Medicare
› Within the US only

More choices
› Individual plans for each family member
› Administered by ViaBenefits

Maximum $3,000 health reimbursement account
› Deposited for each family member up to $9,000
› HRA is prorated if not eligible for UC’s full contribution
› Used to pay premiums, out of pocket expenses, Medicare premiums
› Any unused funds roll over each year
Transition into Retirement
Transition from employee benefits to retiree benefits

Enrollment in retiree medical, dental and legal plans

› Occurs as part of the retirement process
› We encourage you to refill any prescriptions and make any necessary appointments prior to retirement
› You will receive new medical plan cards

Medicare plans

› You must enroll with Medicare through Social Security
› You must complete the proper UC forms to coordinate Medicare with your UC medical plan
Transition from employee benefits to retiree benefits

Enrollment in retiree vision, AD&D and pet insurance
› You will complete your enrollment with VSP and Prudential
› Visit Nationwide for pet insurance at http://petinsurance.com/uc/

Homeowners/renters/auto insurance
› Premiums paid directly to California Casualty

COBRA Notification
› When your employee benefits end, you will automatically receive a medical plan termination in the mail
› If you are eligible for retiree health benefits or do not need COBRA continuation coverage, you can ignore the medical plan termination letter and disregard the COBRA notification package
Benefits that end at retirement

**Life Insurance & Supplemental Health**
- Conversion or portability options may be available

**Health FSA**
- End on last day of last month you contributed

**UC and employee paid disability**
- End on last day of work
Enrollment changes once retired

Certain qualifying events allow changes mid year
  › Marriage/Domestic Partnership
  › Birth/Tax dependent (such as grand child)
  › Out of area move
  › Involuntary loss of other coverage

Make changes during Open Enrollment

Suspend due to other coverage
  › Medical and dental

Your eligible survivors may continue health benefits
  › Must be provided with monthly income upon your death
Frequently Asked Questions
#1 - When I retire, what are my medical plan options?

<table>
<thead>
<tr>
<th>Available in CA</th>
<th>Available in US</th>
<th>Outside the US</th>
</tr>
</thead>
<tbody>
<tr>
<td>UC Blue and Gold</td>
<td>UC Care</td>
<td>UC Care</td>
</tr>
<tr>
<td>Kaiser Permanente</td>
<td>CORE</td>
<td>CORE</td>
</tr>
<tr>
<td>UC Care</td>
<td>UC Health Savings Plan*</td>
<td></td>
</tr>
<tr>
<td>CORE</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UC Health Savings Plan*</td>
<td></td>
<td>UC Care</td>
</tr>
<tr>
<td>UC Medicare Choice PPO</td>
<td>UC Medicare PPO (if split medical families)</td>
<td>CORE</td>
</tr>
<tr>
<td>UC Medicare PPO</td>
<td></td>
<td></td>
</tr>
<tr>
<td>UC Medicare PPO (no Rx)</td>
<td>ViaBenefits</td>
<td>Not Available</td>
</tr>
<tr>
<td>UC High Option</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Coverage in the UC Savings Plan must continue from employment, you cannot newly enroll.
#2 – What happens with Medicare and split families?

If one or more family members have Medicare and there are other family members who are not yet eligible:

<table>
<thead>
<tr>
<th>Non-Medicare family members</th>
<th>Family members with Medicare</th>
</tr>
</thead>
<tbody>
<tr>
<td>Core</td>
<td>UC Medicare PPO</td>
</tr>
<tr>
<td>UC Blue and Gold</td>
<td>UC Medicare Choice</td>
</tr>
<tr>
<td>Kaiser Permanente</td>
<td>Kaiser Senior Advantage</td>
</tr>
<tr>
<td>UC Care</td>
<td>UC Medicare PPO</td>
</tr>
</tbody>
</table>

If enrolled in UC Health Savings Plan and one or more family members age into Medicare, you must switch plans.
Do I need to enroll in Medicare while still working?

Employees and spouses who are covered under an employer-group health plan have the option to delay their enrollment in Medicare penalty free.

- This does not apply to Domestic Partners
- Some employees enroll in Part A and delay Part B

Contact Social Security for more information
#4 – Can I change my medical plan when I retire?

Retirement is not itself a qualifying life event to change plans.

A qualifying life event includes:

› Moving outside of your current plan service area
› Getting married or entering a domestic partnership
› Newly eligible dependent (child, grandchild, adoption)
› Involuntary loss of other coverage

Open enrollment

› Your annual opportunity to make changes (in November)
#5 – Will my premiums increase once I retire?

An employee’s premium is based on their salary pay band.

A retiree’s premium is based on the following:

› Which medical or dental plan you are currently enrolled in
› Who you are covering on your plans
› Whether you or your covered family member are eligible for Medicare
› Your retiree health group and how many years of retiree health service credit you have

UCnet: search “Retiree Heath Plan Costs”
#6 – When will my employee benefits end?

**Separation or termination due to your retirement**
Your employee benefits will end on the last day of the following month that you separate:

- Separation date 06/29/2022
- Coverage will end on 07/31/2022

**Separation or termination not due to your retirement**
Your coverage as an employee will end on the last day of the month that you separate:

- Separation date 06/29/2022
- Coverage will end on 06/30/2022
If you are not eligible for UC retiree health benefits, you need to consider the following options:

› Do you qualify for health benefits under a family member including a UC spouse or domestic partner?
› Are you eligible for Medicare?
› COBRA
› CoveredCA
Will my medical coverage change when I retire?

For non-Medicare plans, the coverage is the same for both employees and retirees.

› AD&D benefits are reduced to a maximum of $250,000

However, when you become eligible for Medicare, your medical coverage will change

› All Medicare approved services covered
› See your medical plan summary of benefits and coverage for more details
#9 – Why am I required to enroll in Medicare?

UC relies on Medicare to offset the cost of insurance.

› This helps to sustain our retiree health programs

Retirees and family members who become eligible for premium-free Medicare Part A, must enroll in Medicare Part B if enrolled in a UC-sponsored medical plan.

› Failure to comply may result in penalties and permanent loss of UC-sponsored medical coverage

Exceptions:

› Retirees who reside outside of the US
› You must reenroll in Medicare if you return to the US
#10 – What if I don’t qualify for Medicare?

Most people become eligible for Medicare under their own work record at age 65.

› You qualify by paying into Medicare for 40 quarters (10 years)
› Some people may become eligible for Medicare under age 65 if disabled or have End-Stage Renal Disease, as determined by SSA

If you do not qualify, you must provide the RASC with proof from Medicare that you do not qualify.

› You may qualify under your current, former or deceased spouse generally if you were married for at least 10 years
› If your spouse is not yet age 62, you must remember to reapply when they reach 62 to avoid penalties
› Contact Social Security for more details
### Tools and Resources

**UCnet – ucnet.universityofcalifornia.edu**
- Annual Open Enrollment Information
- Summary of Benefits Booklets
- Medicare Factsheet
- Retirement Handbook
- Health Plan Contacts

**UCRAY – retirementatyourservice.ucop.edu**
- View your membership and service credit details
- Apply for and elect UC retirement
- Manage your UC retiree health plan enrollments

**MyUCretirement.com**
- Retirement Readiness
- Enroll/view retirement savings program balances
- Financial classes/webinars
- Personal Retirement counseling

### Health Care Facilitators
- Dedicated and knowledgeable campus resources
- Help you to better understand your benefits

### Social Security
- (800) 772-1213
- (800) 325-0778 (TTY users)
- SSA.GOV

### Centers for Medicare & Medicaid Services (CMS)
- (800) MEDICARE (800-633-4227)
- (877) 486-2048 (TTY users)
- Medicare.gov

### Fidelity Workplace Guidance Financial Consultants
- Make one on one appointments
- (800) 558-9182
Thank you

The information contained herein has been provided by the University of California and is solely the responsibility of the University of California.