



Continuing Insurance Benefits at Retirement

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Welcome

- This presentation highlights the features and benefits of continuing State of Iowa health, dental and life insurance coverage at retirement*
*Information does not apply to State Police Officers Council (SPOC) covered employees.
- Benefit information used in this presentation is as of January 1, 2015 and is subject to future changes
- Review the DAS-HRE Benefit website at <http://benefits.iowa.gov> most recent information



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Importance of Health Insurance

A major factor in retirement planning is the cost of medical care



In a survey by Fidelity Investment almost **70%** of surveyed pre-retirees said the cost of medical care in retirement is one of their biggest financial concerns

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- Overview of continuing health and dental benefits
- Health insurance before Medicare eligibility
- Health insurance after Medicare eligibility
- Dental insurance & Life insurance
- Resources



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Overview of Continuing Benefits

Eligibility for retiree health & dental coverage

- Age 55+ by your retirement date
- Receiving eligible IPERS monthly benefit
- Enrolled in health and dental coverage

No break in health and dental coverage

Active coverage ends
last day of the month of
employment

Retiree coverage begins
first of the month following
your retirement date

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Overview of Continuing Benefits

Applying for Retiree Health & Dental

- Not automatic
- Contact your Human Resource Associate or Personnel Assistant
- Apply approximately 4 – 6 weeks before your last day at work



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Overview of Continuing Benefits



Important
Information

If you drop the State of Iowa health and/or dental coverage, there is no provision for rejoining the group at a later date

Exception: *If you continue coverage on your spouse's State of Iowa health and/or dental coverage, you can rejoin retiree coverage when spouse terminates employment*

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Overview of Continuing Benefits

Eligible Family Members



- Your spouse* (a marriage legally recognized in Iowa)
- Your domestic partner
- Your dependent children
 - End of the calendar year in which they turn age 26
 - Unmarried and FT student if age 27 or older
 - Totally and permanently disabled

* Does not include a legally separated or divorced spouse

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Overview of Continuing Benefits



Spousal coverage

If your spouse is covered under your State of Iowa's health and dental plans at the time of your death, he or she can continue coverage as a surviving spouse

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Overview of Continuing Benefits

Adding an Eligible Dependent

Same Rules Apply as for Active Employees

- Annual Enrollment & Change Period
- Qualified Life Event

Note: Spouse retirement

Loss of Other Coverage (health insurance only)

Removing an Eligible Dependent

Anytime – do not need an event

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Overview of Continuing Benefits

Retiree elections

- Health insurance only
- Dental insurance only
- Health and dental insurance
- Different coverage levels (single/family)

General Health Plans	Health Plans only for Retirees
Blue Access Blue Advantage Iowa Select Program 3 Plus* Deductible 3 Plus	Gold Preferred Group N Plan (Medicare-eligible retirees only)

* Executive Branch Non-Contract SLIP retirees are not eligible for Program 3 Plus

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Overview of Continuing Benefits

Health plan just for retirees

Gold Preferred

PPO plan offered by Wellmark

- Use any provider across the country
- Higher deductibles, coinsurance, copays, and out-of-pocket maximums but lower premiums than Iowa Select

 More information about Gold Preferred at http://benefits.iowa.gov/retirees_continuing_benefits.html

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Overview of Continuing Benefits

Changing health insurance

- At the time you retire
- During the annual enrollment and change period



You are never locked into a health care plan

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Overview of Continuing Benefits

At the time you retire ...

You can always keep your current health insurance plan **or**

Not participating in Sick Leave Insurance Program (SLIP)

Elect any health insurance plan offered to retirees

Participating in Sick Leave Insurance Program (SLIP)

Elect a health plan with a **lower total premium** than the one you had as an active employee

Elect Gold Preferred (unless enrolled in Blue Access or Blue Advantage as an active employee)

Note: Executive branch non-contract employees cannot elect Program 3 Plus when using SLIP

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Overview of Continuing Benefits

Changing coverage at the time you retire Participating in SLIP

Your plan at retirement	Eligible plans for selection				
	Deductible 3 Plus	Program 3 Plus	Iowa Select	Blue Access	Blue Advantage
Deductible 3 Plus	X				
Program 3 Plus	X	X			
Iowa Select	X	X	X		
Gold Preferred	X	X	X		
Blue Access	X	X	X	X	
Blue Advantage	X	X	X	X	X

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Overview of Continuing Benefits

Changing coverage

Annual enrollment & change period

Held annually in the Fall

- Elect different health insurance coverage
Plans with a higher or lower premium
- Change coverage level
- Add/remove dependents
- Dental open enrollment



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Overview of Continuing Benefits

Changing coverage at Enrollment & Change

Your plan at retirement	Eligible plans for selection				
	Deductible 3 Plus	Program 3 Plus	Iowa Select	Blue Access	Blue Advantage
Deductible 3 Plus	X	X	X	X	X
Program 3 Plus	X	X	X	X	X
Iowa Select	X	X	X	X	X
Gold Preferred	X	X	X	X	X
Blue Access	X	X	X	X	X
Blue Advantage	X	X	X	X	X

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Overview of Continuing Benefits

If you are enrolled in **Blue Access** or **Blue Advantage**

- Coverage in case you relocate outside Iowa
- Coverage when traveling outside Iowa



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Overview of Continuing Benefits

Coverage outside of Iowa

Blue Access & Blue Advantage

Health care services by participating state-wide network of providers



Exception:

Accidental injuries & emergencies are both covered by providers:

- Out-of-network
- Out-of-state
- Out-of-country

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Overview of Continuing Benefits

Coverage outside of Iowa

Blue Access & Blue Advantage

If you permanently relocate outside of Iowa, only accidental injuries and emergency services are covered in your new location.



At the time of relocation, you can elect a different health plan.



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Overview of Continuing Benefits

- Enrolled in Blue Access or Blue Advantage and
- You are going to be out of Iowa -
 - at least **90** consecutive days but
 - no more than **180** consecutive days



Wellmark has a **Guest Membership** benefit

Guest Membership allows you to access covered services at Blue Cross and Blue Shield health care providers throughout the U.S.

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Overview of Continuing Benefits

Guest membership

- Only available in the U.S.
- Benefits only for the state where you have signed up
- Premiums remain the same
- Copays remain the same



Contact Wellmark customer service **800.622.0043**

- Before you leave
- Change of addresses
- When you return to Iowa

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Overview of Continuing Benefits

Coverage outside of Iowa

Guest membership only with Blue Access and Blue Advantage

Iowa Select & Gold Preferred	Program 3 Plus & Deductible 3 Plus
Out-of-Network services are available	Receive services from any provider



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- Overview of continuing health and dental benefits
- **Health insurance before Medicare eligibility**
- Health insurance after Medicare eligibility
- Dental insurance & Life insurance
- Resources



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Health Insurance before Medicare

Premiums

Total retiree health and dental insurance premium

2015 Monthly Premiums	Single	Family
Blue Advantage	\$561.67	\$1,315.24
Blue Access	\$582.66	\$1,364.27
Gold Preferred	\$655.28	\$1,534.27
Iowa Select	\$821.31	\$1,922.78
Program 3 Plus	\$823.84	\$1,928.68
Deductible 3 Plus	\$828.09	\$1,938.68
Dental	\$29.13	\$78.29

 Premiums change each calendar year

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Health Insurance before Medicare

Sick Leave Insurance Program (SLIP)

- Your sick leave balance pays the state's share of the total health insurance premium
- You pay what active employees pay for health insurance
- Only for health insurance – **NOT** dental insurance
- Use SLIP until you become Medicare-eligible (age 65)

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Health Insurance before Medicare

Sick Leave Insurance Program (SLIP)

Eligibility requirements

- You are not eligible for Medicare
- Your unused sick leave balance is over \$2,000
- Judicial & Legislative Branch: 15 years of service

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Health Insurance before Medicare

Payout of unused sick leave

When you retire ...

- You are paid up to \$2,000 of your unused sick leave
- Mandatory payout
- Subject to federal, state & FICA taxes



An Option for the Payout

Direct all/some of the payout to go to your RIC deferred compensation account

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Health Insurance before Medicare

Conversion schedule

- SLIP benefit is based on sick leave balance at retirement
- Sick leave hours are converted into dollars

Hours of sick leave at retirement	Conversion rate
0 - 750	60%
751 - 1,500	80%
1,501+	100%

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Health Insurance before Medicare

Example

Assumptions

Sick leave balance = **1,000** hours

Regular rate of pay at retirement = **\$28.00**/hour (\$58,240)

Multiply sick leave hours by regular rate of pay	\$28,000
Subtract the \$2,000 sick leave payout	-\$2,000
Eligible balance for SLIP	\$26,000
Conversion rate	80%
Multiply eligible balance by the conversion rate	\$20,800



SLIP account is \$20,800

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Health Insurance before Medicare

SLIP Pays the State Share of the Premium

Plan	Single Premium			Family Premium		
	Total	SLIP Pays	Retiree Pays	Total	SLIP Pays	Retiree Pays
Blue Advantage	\$561.67	\$561.67	\$0.00	\$1,315.24	\$1,315.24	\$0.00
Blue Access	\$582.66	\$582.66	\$0.00	\$1,364.27	\$1,364.27	\$0.00
Gold Preferred	\$655.28	\$655.28	\$0.00	\$1,534.27	\$1,534.27	\$0.00
Iowa Select	\$821.31	\$821.31	\$0.00	\$1,922.78	\$1,634.36	\$288.42
Program 3 Plus	\$823.84	\$823.84	\$0.00	\$1,928.68	\$1,634.36	\$294.32
Deductible 3 Plus	\$828.09	\$828.09	\$0.00	\$1,938.68	\$1,634.36	\$304.32

 Premiums change each calendar year

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Health Insurance before Medicare

SLIP account funds are not subject to federal and state income taxes

The State share of the premium is paid by the State from your SLIP account directly to Wellmark

You pay your share of the premium (if any) directly to Wellmark

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Health Insurance before Medicare

Example

Assumptions

- Contract-covered employee
- State employee retires at age 62
- 36 months until eligible for Medicare
- No increase in health insurance premiums



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Health Insurance before Medicare

Example 1

Single	Total	SLIP Pays	Retiree Pays
Program 3 Plus	\$823.84	\$823.84	\$0.00

Retirement Months		SLIP	Retiree
1 – 25	SLIP pays state portion of Program 3 +	\$20,596.00	\$0.00
26	SLIP pays a portion of the premium Retiree pays remaining state's portion	\$204.00	\$619.84

The SLIP account is now exhausted!

27 – 36:	Retiree pays total premium until eligible for Medicare (10 months @ \$823.84)		\$8,238.40
1-36	Total amount of premiums paid	\$20,800.00	\$8,858.24
1-36	Percent of premium paid	70%	30%

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Health Insurance before Medicare

Example 2

Single	Total	SLIP Pays	Retiree Pays
Blue Advantage	\$561.67	\$561.67	\$0.00

Retirement Month	SLIP	Retiree
1 – 36 SLIP pays state portion / retiree pays nothing	\$20,220.12	\$0.00

The retiree is now eligible for Medicare and no longer eligible for the SLIP

1-36	Total amount of premiums paid	\$20,220.12	\$0.00
1-36	Percent of premium paid	100%	0%
	SLIP account balance of \$579.88 is forfeited!		

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Health Insurance before Medicare

Example 3

Single	Total	SLIP Pays	Retiree Pays
Program 3 Plus	\$823.84	\$823.84	\$0.00
Gold Preferred	\$823.84	\$823.84	\$0.00
Blue Advantage	\$561.67	\$561.67	\$0.00

Retirement Months	SLIP	Retiree
1 – 12 SLIP pays the state portion of Program 3+	\$9,855.72	\$0.00
13-24 SLIP pays the state portion of the Gold Preferred	\$7,863.00	\$0.00
25-29 SLIP pays the state portion of the Blue Advantage	\$2,808.35	\$0.00
30 SLIP pays a portion of the premium Retiree pays remaining state's portion	\$272.93	\$288.74
31 – 36 Retiree pays total premium until eligible for Medicare (5 months @ \$561.67)		\$2,808.35
1-36 Total amount of premiums paid	\$20,800.00	\$3,097.09
1-36 Percent of premium paid	87%	13%

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Health Insurance before Medicare

SLIP for Executive branch non-contract employee

- Contribute 20% toward total health insurance premium
- Participate in the Healthy Opportunities Wellness Program and \$111/month premium reduction comes out of the retiree's SLIP account



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Health Insurance before Medicare

Not Participating in the Wellness Program

Plan	Single			Family		
	Total	SLIP Pays	Retiree Pays	Total	SLIP Pays	Retiree Pays
Blue Advantage	\$570.57	\$456.47	\$114.10	\$1,336.08	\$1,068.86	\$267.22
Blue Access	\$592.15	\$473.73	\$118.42	\$1,386.47	\$1,109.19	\$277.28
Gold Preferred	\$655.28	\$524.20	\$131.08	\$1,534.27	\$1,227.42	\$306.85
Iowa Select	\$833.30	\$666.64	\$166.66	\$1,950.82	\$1,560.66	\$390.16
Deductible 3 +	\$840.65	\$672.53	\$168.12	\$1,968.06	\$1,574.46	\$393.60



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Health Insurance before Medicare

Participating in the Wellness Program

Plan	Single			Family		
	Total	SLIP Pays	Retiree Pays	Total	SLIP Pays	Retiree Pays
Blue Advantage	\$570.57	\$567.47	\$3.10	\$1,336.08	\$1,179.86	\$156.22
Blue Access	\$592.15	\$584.73	\$7.42	\$1,386.47	\$1,220.19	\$166.28
Gold Preferred	\$655.28	\$635.22	\$20.06	\$1,534.27	\$1,338.41	\$195.86
Iowa Select	\$833.30	\$777.64	\$55.66	\$1,950.82	\$1,671.66	\$279.16
Deductible 3 +	\$840.65	\$783.53	\$57.12	\$1,968.06	\$1,685.46	\$282.60

- An additional \$111/month comes out of the retiree's SLIP account.
- Lowers the retiree's out-of-pocket premium cost.

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Health Insurance before Medicare

Double Spouse & SLIP

If both you and your spouse are State employees and have the double spouse family contract

The double spouse family contract is only available to active employees

You and your spouse cannot combine your SLIP accounts



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Health Insurance before Medicare

SLIP & Medicare-eligible Spouse



- State retiree can continue to use the SLIP account even if the retiree's spouse is Medicare-eligible
- SLIP ends when the State retiree becomes Medicare-eligible

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Health Insurance before Medicare

SLIP & Reemployment with the State

- Returning to permanent State employment
 - Waives all SLIP benefits
 - Eligible to return to the State once SLIP benefits have ceased
- May be hired in a temporary position
 - Approval from the DAS
 - Fixed and Short term only
- May perform services if the SLIP retiree
 - Independent contractor
 - Employed by an entity that contracts with the State
 - Employed by a temporary placement agency

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Health Insurance before Medicare

SLIP benefit ends

- SLIP account is depleted
- Return to State of Iowa permanent employment
- Become eligible for Medicare
- Drop State's health plans
- Fail to pay retiree share of the premium
- Die before Medicare-eligibility (spouse can continue coverage but can't use remaining SLIP dollars)

Any remaining dollars in the SLIP account are forfeited

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- Overview of continuing health and dental benefits
- Health insurance before Medicare eligibility
- **Health insurance after Medicare eligibility**
- Dental insurance & Life insurance
- Resources



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Health Insurance after Medicare

Retire after becoming Medicare-eligible

Not eligible for SLIP

Eligible for \$2,000 Sick
Leave Payout



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Medicare

Medicare-eligibility is age 65

Eligible for Medicare earlier –

- Receiving Social Security disability benefits for 24 months
- End-Stage Renal Disease

MEDICARE		HEALTH INSURANCE	
SOCIAL SECURITY ACT			
NAME OF BENEFICIARY JOHN D. DOE			
MEDICARE CLAIM NUMBER 123-45-6789A	SEX MALE		
IS ENTITLED TO	EFFECTIVE DATE		
HOSPITAL INSURANCE (PART A)	1/1/95		
MEDICAL INSURANCE (PART B)	1/1/95		
SIGN HERE			

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Medicare

Medicare Components

Part A	Hospital Insurance <ul style="list-style-type: none"> Covers costs associated with confinement in a hospital or skilled nursing facility
Part B	Medical Insurance <ul style="list-style-type: none"> Covers physician services, outpatient care, tests and supplies
Part D	Prescription Drug Coverage

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Medicare

2014 Medicare Part A – Hospital Insurance – Covered Services

	Benefit	Medicare Pays	You Pay
Hospitalization	First 60 days	All but \$1,216	\$1,216
	61 st to 90 th day	All but \$304 per day	\$304 per day
	91 st to 150 th day	All but \$608 per day	\$608 per day
	Beyond 150 days	Nothing	All charges
Skilled Nursing Facility Care After hospital stay	First 20 days	100% if approved	Nothing
	21 st to 100 th day	All but \$152 per day	\$152 per day
	Beyond 100 days	Nothing	All charges
Home Health Care	Part-time care	100% if approved	Nothing

2014 Medicare Part B - Medical Insurance - Covered Services

A single, yearly **\$147 deductible** covers all Part B services

Medicare Pays 80%

You Pay 20%

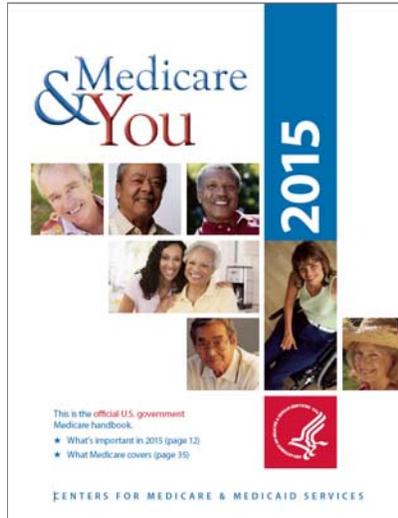
No annual or lifetime limit

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Medicare

<http://www.medicare.gov/Pubs/pdf/10050.pdf>



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Medicare

Medicare Monthly premiums in 2015

Part A	Amount of Social Security work credit	You Pay
	40 quarters	\$0.00
Part B	Adjusted Gross Income	You Pay
	Less than \$85,000	\$104.90
	Less than \$170,000	

- Higher-income Medicare beneficiaries will pay higher premiums for Part B and Part D coverage
- Most people will not pay a higher premium

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Medicare

If you don't enroll in Medicare Parts A & B ...

- Run the risk of paying a permanent penalty of increased monthly Medicare premiums
- Wellmark will not pay for any expenses that would be Medicare's responsibility

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Health Insurance after Medicare

Drop State of Iowa Coverage

- Enroll in Medicare Part A & Part B
 - Purchase private Medicare supplement plan
 - Enroll in Medicare Part D
- Or
- Enroll in Medicare Advantage Plan
 - Spouse and dependent coverage is cancelled
 - REMEMBER: You can't rejoin the State's health coverage

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Health Insurance after Medicare

Keep State of Iowa Coverage

- Enroll in Medicare Part A & Part B
- No need to purchase a Medicare supplement plan
- Purchase MedicareBlue Rx (optional)

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Health Insurance after Medicare

2015 Premiums for Medicare-eligible Retirees

Plan	Single	Family
Blue Advantage	\$613.92	\$1,336.63
Blue Access	\$637.72	\$1,386.62
Gold Preferred	\$677.82	\$1,456.89
Iowa Select	\$912.11	\$1,961.98
Program 3 Plus	\$902.39	\$1,941.73
Deductible 3 Plus	\$914.20	\$1,966.55

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Health Insurance after Medicare

Prescription Drug Coverage

If you are:

Medicare-eligible

and

Covered by SOI

Coverage remains the same

- Copays
- Drug list (formulary)
- Maximum out-of-pocket for Iowa Select and Program 3 Plus

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Health Insurance after Medicare

MedicareBlue Rx - Medicare Part D plan

Primary

MedicareBlue Rx Iowa



Secondary

Wellmark

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Health Insurance after Medicare

MedicareBlue Rx – Iowa

MedicareBlue Rx – Iowa coordinates coverage with

Wellmark Health Plans

Blue Access

Blue Advantage

Gold Preferred

Iowa Select

Program 3 Plus

MedicareBlue Rx – Iowa is not available with Deductible 3 Plus

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Health Insurance after Medicare

MedicareBlue Rx – Iowa

2015 Monthly Premium

\$93.20 per Medicare-eligible person



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Health Insurance after Medicare

MedicareBlue Rx – Iowa

Major advantage

- Wellmark and MedicareBlue Rx Iowa coordinate prescription drug coverage.
- Retiree saves a substantial amount in the Wellmark monthly premium



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Health Insurance after Medicare

MedicareBlue Rx – Iowa

Advantages

- No additional paperwork for retail prescriptions
- Benefits remain the same
- Copays remain the same
- Maximum out-of-pocket (\$250/\$500) remains for:
 - Iowa Select
 - Program 3 Plus



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Health Insurance after Medicare

2015 Wellmark Premiums with MedicareBlue Rx

Plan	Single	Family
Blue Advantage	\$303.80	\$803.90
Blue Access	\$320.02	\$831.93
Gold Preferred	\$339.76	\$881.29
Iowa Select	\$446.17	\$1,147.30
Program 3 Plus	\$447.37	\$1,151.85
Deductible 3 Plus	MedicareBlue Rx Iowa is not an option	

Premiums do not include MedicareBlue Rx Iowa premium

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Health Insurance after Medicare

Premiums Savings with MedicareBlue Rx Iowa

	Blue Advantage	Blue Access	Gold Preferred	Iowa Select	Program 3 Plus
Single					
Without MedicareBlue Rx Iowa	\$613.92	\$637.72	\$677.82	\$912.11	\$902.39
With MedicareBlue Rx Iowa	\$303.80	\$320.02	\$339.76	\$446.17	\$447.37
Premium Savings	\$310.12	\$317.70	\$338.06	\$465.94	\$455.02
MedicareBlue Rx Iowa Premium	<\$93.20>	<\$93.20>	<\$93.20>	<\$93.20>	<\$93.20>
Net Savings	\$216.92	\$224.50	\$244.86	\$372.74	\$361.82
Family					
Without MedicareBlue Rx Iowa	\$1,336.63	\$1,386.62	\$1,456.89	\$1,961.98	\$1,941.73
With MedicareBlue Rx Iowa	\$803.90	\$831.93	\$881.29	\$1,147.30	\$1,151.85
Premium Savings	\$532.73	\$554.69	\$575.60	\$814.68	\$789.88
MedicareBlue Rx Iowa Premium	<\$186.40>	<\$186.40>	<\$186.40>	<\$186.40>	<\$186.40>
Net Savings	\$346.33	\$368.29	\$389.20	\$628.28	\$603.48

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* Both the State retiree and spouse are Medicare-eligible and enrolled in MedicareBlue Rx



Health Insurance after Medicare

Group N Plan – A different health plan design

Eligibility

- State of Iowa retiree and spouse/dependents must be Medicare-eligible
- National coverage with any healthcare provider that accepts Medicare
- Works in tandem with Medicare Parts A & B to provide coverage for the costs Medicare doesn't cover

 More information about the Group N Plan and the MedicareBlue Rx plans is at http://benefits.iowa.gov/retirees_group_n.html

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Health Insurance after Medicare

	Medicare Pays	Group N Plan	You Pay
Medicare Part A Services - Hospital Benefits			
First 60 days	All but \$1,216	\$1,216	\$0
Medicare Part B Services - Medical Benefits			
First \$147 of Medicare-approved amounts	\$0	\$0	\$147
Remainder of Medicare-approved amounts	Generally 80%	Balance	\$20 per office visit \$50 per ER
Benefit Not Covered by Medicare			
Foreign Travel Emergency Care			
First \$250 each calendar year	\$0	\$0	\$250
Remainder up to lifetime maximum Of \$50,000	\$0	80%	20%

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Health Insurance after Medicare

- Group N Plan is only available as a single contract
- You and your Medicare-eligible spouse each have a single Group N Plan contract

Group N Plan Monthly Premium Single Contract **\$159.54**

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Health Insurance after Medicare

Two MedicareBlue Rx plans coordinate with Group N Plan

- MedicareBlue Rx (Basic)
- MedicareBlue Rx (Plus)

Required with the Group N Plan and not available by itself

	MedicareBlue Rx Basic	MedicareBlue Rx Plus
Tier 1	\$10 copay	\$10 copay
Tier 2	\$30 copay	\$25 copay
Tier 3	\$50 copay	\$40 copay
Covered Specialty Tier Drugs	\$50 copay	25% coinsurance

Mail order is available with both plans

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Health Insurance after Medicare

Group N Plan & MedicareBlue Rx Premiums

	MedicareBlue Rx (Basic)	MedicareBlue Rx (Plus)
Group Plan N	\$159.54	\$159.54
MedicareBlue Rx	\$93.20	\$128.10
Total	\$252.74	\$287.64

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Health Insurance after Medicare

Putting the Premiums Together – Single Coverage

	Medicare Part A	Medicare Part B	Medicare Part D	State Plan	Total Premium
Deductible 3 Plus	\$0.00	\$104.90		\$914.20	\$1,019.10
Program 3 Plus with MedicareBlue Rx Iowa	\$0.00	\$104.90	\$93.20	\$447.37	\$645.47
Program 3 Plus without MedicareBlue Rx Iowa	\$0.00	\$104.90		\$902.39	\$1,007.29
Iowa Select with MedicareBlue Rx Iowa	\$0.00	\$104.90	\$93.20	\$446.17	\$644.27
Iowa Select without MedicareBlue Rx Iowa	\$0.00	\$104.90		\$912.11	\$1,017.01
Gold Preferred with MedicareBlue Rx Iowa	\$0.00	\$104.90	\$93.20	\$339.76	\$537.86
Gold Preferred without MedicareBlue Rx Iowa	\$0.00	\$104.90		\$677.82	\$787.72
Blue Access with MedicareBlue Rx Iowa	\$0.00	\$104.90	\$93.20	\$320.02	\$518.12
Blue Access without MedicareBlue Rx Iowa	\$0.00	\$104.90		\$637.72	\$742.62
Blue Advantage with MedicareBlue Rx Iowa	\$0.00	\$104.90	\$93.20	\$303.80	\$501.90
Blue Advantage without MedicareBlue Rx Iowa	\$0.00	\$104.90		\$613.92	\$718.82
Group N Plan with MedicareBlue Rx Plus	\$0.00	\$104.90	\$128.10	\$159.54	\$392.54
Group N Plan with MedicareBlue Rx Basic	\$0.00	\$104.90	\$93.20	\$159.54	\$357.64

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Health Insurance after Medicare

Putting the Premiums Together – Family Coverage

	Medicare Part A	Medicare Part B ¹	Medicare Part D ²	State Plan	Total Premium
Deductible 3 Plus	\$0.00	\$209.80		\$1,966.55	\$2,176.35
Program 3 Plus with MedicareBlue Rx Iowa	\$0.00	\$209.80	\$186.40	\$1,151.85	\$1,548.05
Program 3 Plus without MedicareBlue Rx Iowa	\$0.00	\$209.80		\$1,941.73	\$2,151.53
Iowa Select with MedicareBlue Rx Iowa	\$0.00	\$209.80	\$186.40	\$1,147.30	\$1,543.50
Iowa Select without MedicareBlue Rx Iowa	\$0.00	\$209.80		\$1,961.98	\$2,171.78
Gold Preferred with MedicareBlue Rx Iowa	\$0.00	\$209.80	\$186.40	\$881.29	\$1,277.49
Gold Preferred without MedicareBlue Rx Iowa	\$0.00	\$209.80		\$1,456.89	\$1,666.69
Blue Access with MedicareBlue Rx Iowa	\$0.00	\$209.80	\$186.40	\$831.93	\$1,228.13
Blue Access without MedicareBlue Rx Iowa	\$0.00	\$209.80		\$1,386.62	\$1,596.42
Blue Advantage with MedicareBlue Rx Iowa	\$0.00	\$209.80	\$186.40	\$803.90	\$1,200.10
Blue Advantage without MedicareBlue Rx Iowa	\$0.00	\$209.80		\$1,336.63	\$1,546.43
Group N Plan with MedicareBlue Rx Plus ⁴	\$0.00	\$209.80	\$256.20 ³	\$319.08	\$784.08
Group N Plan with MedicareBlue Rx Basic ⁴	\$0.00	\$209.80	\$186.40	\$319.08	\$715.28

Assumption: Both retiree and spouse are Medicare-eligible

1. Medicare Part B premium is \$104.90*2.

3. MedicareBlue Rx Plus is \$128.10*2.

2. MedicareBlue Rx Basic is \$93.20*2.

4. Group N is only available as single contract (\$159.54*2)

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- Overview of continuing health and dental benefits
- Health insurance before Medicare eligibility
- Health insurance after Medicare eligibility
- **Dental insurance & Life insurance**
- Resources



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Dental Insurance

Must be enrolled in dental at the time of retirement

- You pay 100% of the dental premium

Single	Family
\$29.13/month	\$78.29/month

- Spouse can continue coverage if covered at the time of the retiree's death
- Medicare is a health insurance not dental insurance

Vision Discount Program

- Access to a vision discount program through EyeMed Vision Care at no additional cost

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Life insurance



Coverage ends on the last day of the month as an active employee

Life insurance continuation

- Portability
- Conversion



No evidence of insurability is required

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Life Insurance

Portability

- Retire prior to your Social Security normal retirement date
- Group term life Insurance

Portability is only available for the life insurance coverage you held as an active employee

Continue coverage (basic + supplemental)

- 100%
- 75%
- 50%

You cannot increase the amount of supplemental life insurance when you exercise the portability option.

Portability life insurance cost calculator is available at:
<http://benefits.iowa.gov/life-continuation.html>

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Life insurance

Conversion

- Retire at or above your Social Security normal retirement date or
- Applying for long term disability insurance

Converted from:

Group term life insurance → Individual whole life insurance

- Premiums are fixed throughout the life of the policy.
- Higher than premiums for term insurance since whole life policies build cash value
- Cash surrender value - you can receive cash or continue your coverage without further premium payment

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Resources

More information at the DAS Benefits website <http://benefits.iowa.gov>

Iowa Department of Administrative Services
 DAS Core | General Services | Human Resources | Information Technology | State Accounting
 QUICK LINKS | Alphabetical Index | About DAS | Contact Us | Search das.iowa.gov

Human Resources
 2012 Employee Benefits Handbook | Employee Benefit Providers Contact Information

State of Iowa Employee and Retiree Benefits

The State of Iowa's commitment to its employees is demonstrated by the total compensation package provided by the State of Iowa. Employees' compensation is more than just their direct pay. In addition to the direct compensation received as a State of Iowa employee, a significant amount is spent on the benefit plans available to employees and their families.

EMPLOYEES	RETIRES	COBRA
Explore valuable benefits & services while employed	Review benefits & services available at retirement	Extended limited protection for covered employees

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Resources

Senior Health Insurance Information Program (SHIIP)

- Free, confidential and unbiased service
 - State of Iowa Insurance Division
 - Helps Iowans make informed decisions about Medicare
- SHIIP volunteer counselors across the state
- Contact SHIIP at
 - 1-800-351-4664
 - <http://therightcalliowa.gov>
- “Welcome to Medicare” Presentations



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Resources



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