

State of New Hampshire Retiree Health Benefits Program 2020 Overview

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Health Benefit Program Manager

Agenda

- Retiree Health Benefits Overview
 - Eligibility
 - Contributions
 - Summary of Coverage - Medical & RX
- Dental Benefits
- Life Insurance Benefits
- Contact Information
- Questions

How are Retiree Health Benefits Determined?

- Retiree Health Benefits are determined and governed by law, and are subject to change.
 - RSA 21-I:30 a and b and the state budget
 - Retiree Health Benefits are not a guaranteed benefit for future or current retired state employees.
- If the Retiree Health Benefits budget is inadequate:
 - retirees may be responsible for all or a portion of the premium
 - the full legislature or the Fiscal Committee may approve changes to plan design, including covered benefits, increases in copays, deductibles, maximum out-of-pocket expense limits and/or coinsurance

In the event of any conflict between this briefing and the laws, rules, and regulations which govern the administration of the Retiree Health Benefit Plan, the laws, rules and regulations shall prevail.

Who Administers Retiree Health Benefits?

- The Department of Administrative Services (DAS) administers the Retiree Health Benefits Plan (not the NH Retirement System)
- Retiree Health Benefit Office staff in the DAS Division of Risk & Benefits are responsible for routine management of these benefits. Some examples include:
 - Notifications to Retirees of Retiree Health Benefit eligibility
 - NHRS determines Years of State Creditable Service
 - Retiree Health Benefit plan enrollments and changes
 - Coordination with NHRS of required premium contribution withholdings from pensions
 - Retiree Health Benefit communications and website:

<https://das.nh.gov/riskmanagement/retiree/>

Retiree Health Benefit Eligibility

GROUP I – SERVICE RETIREMENT		
Full-time Service <u>Start Date</u>	Required Years <u>Of Creditable Service</u>	Minimum <u>Eligibility Age</u>
Prior to 7/1/2003	10 Years	Age 60
On or after 7/1/2003 but before 7/1/2011	20 Years	Age 60
On or after 7/1/2011	20 Years	Age 65
Prior to 7/1/2011	30 Years	N/A

**Questions regarding Service Retirement eligibility
should be referred to NHRS at 603-410-3500
or email info@nhrs.org**

Retiree Health Benefit Eligibility

GROUP I – VESTED DEFERRED RETIREMENT		
Full-time Service <u>Start Date</u>	Required Years <u>Of Creditable Service</u>	Minimum <u>Eligibility Age</u>
Prior to 7/1/2003	10 Years	Age 60
On or after 7/1/2003 but before 7/1/2011	20 Years	Age 60
On or after 7/1/2011	20 Years	Age 65

**Questions regarding Vested Deferred Retirement eligibility
should be referred to NHRS at 603-410-3500
or email info@nhrs.org**

Retiree Health Benefit Eligibility

GROUP II – SERVICE OR VESTED DEFERRED RETIREMENT		
<u>Full-time Service Start Date</u>	<u>Required Years Of Creditable Service</u>	<u>Minimum Eligibility Age</u>
Prior to 7/1/2010	N/A	N/A
On or after 7/1/2010 but before 7/1/2011	20 Years	N/A
On or after 7/1/2011	20 Years	Age 52.5

Questions regarding Service Retirement Or Vested Deferred Retirement eligibility should be referred to NHRS at 603-410-3500 or email info@nhrs.org

How are “Split Benefits” Determined?

- If you have creditable service in both Group I and Group II, your Retire Health Benefits eligibility will be based on the criteria of the Group *from which you are retiring*.

Who Pays?

- **The State of New Hampshire (SONH) and Retirees share the cost of Retiree Health Benefits**
 - SONH currently pays the primary share of the premium for retirees and spouses.
 - Non-Medicare retirees and spouses pay 20% of the monthly premium
 - Medicare retirees and spouses whose birthdate occurs on or after 01/01/1949 pay 10% of the monthly premium
 - Retirees pay the full cost of coverage for any dependent children.

**Non-Medicare Retiree Health Benefits
Monthly Premium Contribution as of 1/1/2020**

	Total 2020 Monthly <u>Premium</u>	Monthly Retiree-Paid <u>Portion of Premium</u>
Retiree	\$994.70	\$198.94 (20%)
Spouse	\$994.70	\$198.94 (20%)
Dependent (One or More)	\$702.62	\$702.62 (100%)

**Medicare Retiree Health Benefits
Monthly Premium Contribution as of 1/1/2020
(Retiree/Spouse Date of Birth is on or after 1/1/49)**

	<u>Total 2020 Monthly Premium</u>	<u>Monthly Retiree-Paid Portion of Premium</u>
Retiree	\$320.44	\$32.04 (10%)
Spouse	\$320.44	\$32.04 (10%)
Per Dependent	\$320.44	\$320.44 (100%)

***Medicare 2020 Part B monthly premium is \$144.60 (or higher depending upon your income.)**

Retiree Health Benefits Coverage

- Retiree Health Benefit plans are available for Medicare eligible and non-Medicare eligible retirees, spouses and dependents
 - Medicare eligible – those retirees, spouses and/or dependent children who are eligible for Medicare Part A and Part B due to disability or age 65.
 - Non-Medicare eligible – those retirees, spouses and/or dependents not eligible for Medicare

RSA 21-I:30 - Retired employees who are eligible for Medicare Part A without premium due to age or disability shall provide proof of enrollment in Medicare Parts A and B within 30 days of becoming eligible for Medicare or they shall no longer be eligible to participate in the state retiree benefit plan for as long as they are not participating in Medicare Parts A and B.

Non-Medicare Retiree Health Benefit Plan

- SONH provides two (2) medical plan options through Anthem BCBS:
 - *If you reside in New England*, you are enrolled in the Anthem Point of Service (POS) plan option
 - *If you reside outside New England*, you are enrolled in the Anthem Preferred Provider Organization (PPO) plan option
- SONH provides the same RX coverage regardless of the medical plan option (national network)
 - RX benefits are administered by Express Scripts

Medicare Retiree Health Benefit Plan

- If you are Medicare eligible due to disability or age 65, you are eligible for the Medicare Retiree Health Benefit plan.
 - **Effective 1/1/19**, State of NH retirees are covered under an Anthem BCBS Medicare Advantage plan, referred to as the Medicare Preferred (PPO) plan, which continues to provide the same level coverage as in the past as well as continued access to Medicare providers nationwide.
- Part D Prescription Drug coverage is provided by Express Scripts as part of the Medicare Retiree Health Benefit Plan coverage; benefits are available nationwide

Is Dental Coverage Included?

- No, Retiree Health Benefits do not include dental coverage
- You can continue your dental plan coverage through COBRA for up to 18 months after leaving State service.
 - A COBRA continuation is automatically mailed to your home address within 45 days after separating employment
- Beyond COBRA, *or in lieu of COBRA*, you can also contact NE Delta Dental directly to obtain information on dental plan coverage options and costs.

To obtain more information about available dental benefits, contact NE Delta Dental directly at (800) 537-1715 or (800) 832-5700.

Is Life Insurance Coverage Included?

- Retiree Health Benefits do not include life insurance coverage
 - The Basic Employee Life coverage paid by the State and all voluntary employee or dependent life insurance coverage **terminates the last day of the month employment ceases.**
 - Anthem Life, the State's current life insurance plan provider, offers two continuation options
 - Conversion coverage – conversion of the Employee Basic Life (\$50K) and supplemental employee term life (\$5K), the spouse group term life (\$10K) and/or dependent group term life (\$3K), to an individual life insurance policy. The policy has different terms and conditions than the group policy
 - Portability coverage – continuation of the supplemental employee group term life coverage (1X – 4X base pay) and spouse life (\$25 - \$100K). Must be under age 65 to “port” coverage, which then ends of age 70. At that time, conversion coverage would be available again.
 - Employees must submit their life insurance continuation election, with premium payment, within 31 days after leaving State employment.

Additional information on these Life Insurance continuation options is available on the Employee Portal at:

<http://das.nh.gov/employeeportal/>

Who to Contact?

- Retiree Health Benefits Office
 - Phone #: 603-271-1432
 - Email: RetireeHealth@nh.gov
 - Website: <https://das.nh.gov/riskmanagement/retiree>

- NH Retirement System
 - Phone: 603-410-3500
 - Email: info@nhrs.org
 - Website: <https://www.nhrs.org>

Questions?