

UW Retiree Benefits Overview



BENEFITS

UNIVERSITY *of* WASHINGTON

Human Resources

Agenda

- > **Public Employees Benefits Board (PEBB):**
 - Retiree Insurance
- > **Medicare**
- > **WA Department of Retirement Systems (DRS) Retirees**
- > **UW Retirement Plan (UWRP) Retirees**
- > **Workday Access**
- > **UW Retiree Privileges**
- > **Return to Work Retirees**
- > **UW Retirement Checklist**

PEBB Retiree Insurance

> Washington State Health Care Authority (HCA)

- Can elect medical, dental, vision (*non-Medicare retirees*) and/or life insurance
 - > Option to defer medical coverage if you have other qualifying coverage
- Submit enrollment to HCA no later than 60 days after your Retirement Date
- If you do not elect to pay premiums from DRS pension, you must also submit first month's premium via check:
 - > PEBB Enrollment Form A & B : Health Care Authority, PO Box 42684, Olympia, WA 98504-2684
 - > Checks & EDS form: Health Care Authority, PO Box 42691, Olympia, WA 98504-2691

PEBB Retiree Insurance

- > Once enrollment is submitted the HCA is your contact for questions on retiree coverage
- > HCA sends a confirmation letter after enrollment is received
- > Enroll for Retiree coverage (if elected) to start the day after employee coverage ends.
- > After enrollment, your retiree health plan sends a welcome packet

PEBB Retiree Insurance

- > **HCA Phone:** 1-800-200-1004
 - Monday through Friday, 8 a.m. to 4:30 p.m.
- > **Secure Email:**
 - Register for an account at:
<https://support.hca.wa.gov/hcasupport>
- > **Online Resources:**
 - <https://www.hca.wa.gov/employee-retiree-benefits/retirees>
 - > Access to plan information, premiums, program rules, publications and forms
 - Online enrollment - Benefits 24/7 - <https://www.hca.wa.gov/employee-retiree-benefits/help-benefits-24/7>
 - > Retiree enrollment only



BENEFITS

UNIVERSITY of WASHINGTON

Human Resources

MEDICARE

> Medicare

- National health care insurance: Age 65 or older, or under age 65 with Social Security approved disability
- Required for Retirees & Dependents eligible for Medicare

> Medicare Components

- Part A – Hospital Insurance
- Part B – Doctor, Outpatient, durable equipment
- Part D – Prescription Drug Coverage



BENEFITS

UNIVERSITY of WASHINGTON

Human Resources

MEDICARE

> What Isn't Covered By Medicare Parts A & 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
- Limited prescription drug coverage



BENEFITS

UNIVERSITY of WASHINGTON

Human Resources

MEDICARE

> Do I Need 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 standalone Medicare Part D plan
 - > If electing PEBB Retiree 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 G***



BENEFITS

UNIVERSITY of WASHINGTON

Human Resources

PEBB MEDICARE PLANS

FOR MEDICARE ELIGIBLE RETIREES

- > **PEBB medical insurance 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)
 - Medicare Advantage Plan (Kaiser Permanente WA & NW, and UnitedHealthcare)
 - Medicare Supplement Plan G (administered by Premiera)

- > **You pay the monthly premium to the HCA for you and your eligible dependent (s)**

Retiree Insurance

- > **Statewide Health Insurance Benefits Advisors (SHIBA) Phone: 1-800-562-6900**
 - Washington Office of the Insurance Commissioner
 - Provides information about health insurance and Medicare
 - www.insurance.wa.gov
 - > Type SHIBA into the search box

- > ***“Health Insurance Options for Medicare-Eligible UW Retirees (HCA)”***
 - UWRA sponsored presentation at 1:00 PM



BENEFITS

UNIVERSITY of WASHINGTON

Human Resources

DRS Retirees

> Washington State Department of Retirement Systems (DRS)

- Must request Pension estimate from DRS (*3-6 months in advance*)
- Enroll with DRS to start your pension (*30-60 days in advance*)
- Contact DRS if you did not receive your first payment at the end of the month in which you formally retire; your retirement date will be listed on your DRS Benefits Letter
- Ensure PEBB Retiree health insurance premiums are being deducted (if applicable)

DRS Retirees

- > **Questions about your DRS benefit payments can be addressed by:**
 - Logging into your online account at <https://www.drs.wa.gov/>
 - Phone: 1-800.547.6657
 - Email: drs.contact@drs.wa.gov
 - Sign up for DRS Email Update option

UWRP Retirees

- > **After retiring from UW you will still have access to resources and your Fidelity and/or TIAA accounts**
- > **To request a distribution from your account:**
 - Fidelity
 - > Log into NetBenefits: <https://nb.fidelity.com/public/nb/uw/home>
 - > Phone: 1-800-343-0860
 - TIAA
 - > Log into your TIAA account:
<https://www.tiaa.org/public/tcm/washington/home>
 - > Phone: 1-800-842-2252



BENEFITS

UNIVERSITY *of* WASHINGTON

Human Resources

WORKDAY ACCESS

- > **After retiring from UW you will still have access to Workday for three years after you retire**
- > **Primary reasons to retain access:**
 - Update Contact Information
 - Review payroll history
 - UW Employee ID remains unchanged for UW Retirees

UW Retiree Privileges

- > **To be eligible for UW Retiree privileges you must complete a UW Retirement Application no later than 60 days from your UW Termination date**
 - Can be found on the UW Benefits website: Preparing to Retire webpages:
 - > <https://hr.uw.edu/benefits/retirement-plans/nearing-retirement/>

UW Retiree Privileges – After you Retire

> Retiree Husky Card

- Available approximately 2 weeks after Effective Retirement date
- Contact ID Center to verify card availability
 - > <https://hfs.uw.edu/Husky-Card-Services/Husky-Card/ID-Center-Locations>

> **VEBA - Health Reimbursement Account (HRA)** *if applicable

- VEBA Trust sends information 3-4 weeks after your retirement date
 - > 1-888-828-4953
 - > <https://www.veba.org/>

* *Unused Sick leave (25%)*



BENEFITS

UNIVERSITY of WASHINGTON

Human Resources

UW Retiree Privileges

- > **UWRA is your best resource for additional Retiree questions concerning:**
 - Retiree Parking
 - Retiree UW email access
 - UW Athletics and Arts discounts
 - Library access



BENEFITS

UNIVERSITY *of* WASHINGTON

Human Resources

Return to Work Retirees

> **PERS/TRS Retirees**

- Generally limited to 867 hours during the year before pension benefits will be suspended

> **UWRP Retirees**

- Limited to 40% FTE in your return-to-work position*
 - > * Faculty should review the Office of Academic Personnel policy on Faculty retirees returning to work
 - <https://ap.washington.edu/ahr/working/leaving-the-uw/working-after-retirement/>



BENEFITS

UNIVERSITY of WASHINGTON

Human Resources

UW Retirement Checklist

- > Many of the resources discussed today can be found on the UW Retirement Checklist
- > Recommend keeping the Resource Page (page 3) for any contact information you may need
 - Retirement Checklist

Questions?



UW Benefits office contact information:

Web: <http://hr.uw.edu/benefits/>
Email: benefits@uw.edu
Phone: 206-543-4444



BENEFITS

UNIVERSITY *of* WASHINGTON

Human Resources