



Public Employees' Benefits Program

Retirement and Aging into Medicare

Public Employees' Benefits Program
901 S. Stewart Street, Suite 1001
Carson City, NV 89701
www.pebp.state.nv.us
mservices@peb.state.nv.us
775-684-7000 • 1-800-326-5496



Today's Topics

- What is the Public Employees' Benefits Program (PEBP)
- Initial Retirement and Who is Eligible
- Years of Service
- Medicare Retirement
- Who is Via Benefits
- Funding and Health Reimbursement Arrangements (HRA)



Public Employees' Benefits Program

- PEBP provides employees, retirees, and their families with access to high quality benefits at affordable prices
- Insures over 70,000 participants
 - 43,000 primary participants
 - 27,000 covered dependents
- Governed by the Nevada Revised Statutes (NRS-Chapter 287) and the Nevada Administrative Code (NAC-Chapter 287)
- Overseen by a Board of Directors appointed by the Governor
- Accessing information:
 - Website
 - Newsletters
 - Member Services

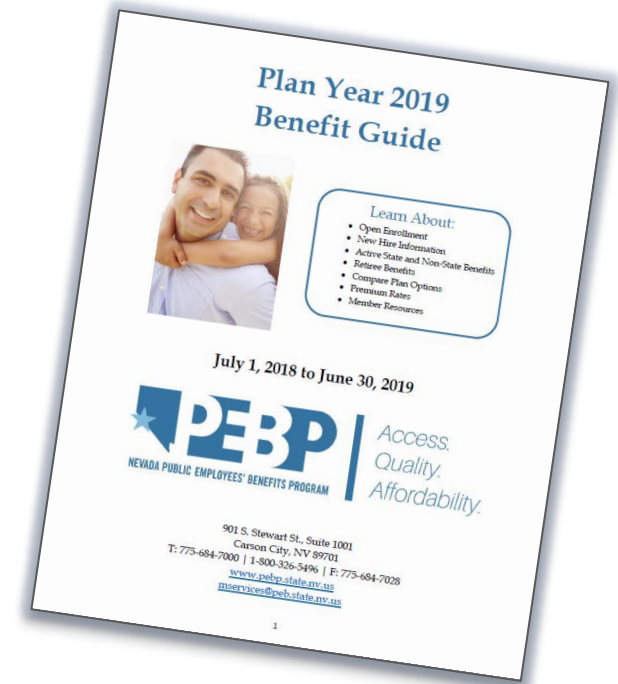


Initial Retirement

Who is Eligible?

Who is Eligible for Retiree Coverage?

- Employee's with 5 or more years of service credit (or 8 or more years of service credit for retired Legislators)
- Upon retirement the last employer is participating in PEBP with their active employees
- Retiree must also be receiving retirement benefits from:
 - Public Employees' Retirement System (PERS)
 - Retirement Plan Alternative (RPA) for professional employees of the Nevada System of Higher Education (NSHE)
 - Legislators' Retirement System (LRS)
 - Judges' Retirement System (JRS)
 - A long-term disability plan of the public employer



Retirees Initial Hire Date

Retirees initial
hire date will
determine
their eligibility
for benefits.

Retiree Coverage for
Employees *Initially Hired On*
or After **January 1, 2010**

Must have at least 15 years of
service or retire under a long
term-disability plan

Retiree Coverage for
Employees *Initially Hired On*
or After **January 1, 2012**

May participate but will not
qualify for a subsidy or
Exchange HRA

Retiree Coverage for
Employees *Initially Hired*
Before **January 1, 2012**

Use subsidy charts to
calculate monthly premium



Preparing for Retirement

Years of Service (YOS) Subsidy

- Retirees must meet eligibility requirements to receive a YOS service subsidy
- PEBP does not calculate YOS
 - PEBP determines YOS from an audit completed by your retirement plan
- Only total earned service credit will apply
 - Months, days and any **purchased years** will not apply to calculated YOS subsidy

Initial Start of Retiree Coverage

- The initial start of coverage is the first day of the month if the retirement date is on the first; otherwise, the initial start of coverage begins on the first of the month following the retirement date.

Enrollment Timeframe

- Eligible employees have 60 days from the date of their retirement to enroll in retiree coverage.

Calculating Years of Service Subsidy

Monthly premium cost is determined by:

1. Medical Plan (PPO, EPO, HMO, Medicare)
2. Coverage Tier (retiree only, R+S, R+C, R+F)
3. Years of Service (minimum of 5 years, max of 20)
4. Hire Date

Retiree remaining on PPO, EPO or HMO

**EXAMPLE: Retiree only (under 65) + 20 YOS +
Consumer Driven Health Plan PPO**

Base Participant Premium: \$ 199.56

Years of Service Subsidy: \$ -169.21

Subtract or Add: (-) or (+)

Monthly Premium Amount: \$ 30.35

Monthly Rates State Retirees and Survivors						
Monthly Rates Effective July 1, 2018 – June 30, 2019	Statewide PPO			Statewide EPO/HMO		
	Consumer Driven Health Plan (CDHP)			Premier (EPO) Plan and Health Plan of Nevada (HPN)		
	Unsubsidized Rate	Base Subsidy	Participant Premium	Unsubsidized Rate	Base Subsidy	Participant Premium
Retiree only	562.26	362.70	199.56	798.13	419.07	379.06
Retiree + Spouse	1,050.18	579.85	470.33	1,564.43	668.17	896.26
Retiree + Child(ren)	761.19	451.23	309.96	1,178.27	542.64	635.63
Retiree + Family	1,249.10	668.38	580.72	1,944.57	791.74	1,152.83

PY19 Years of Service Subsidy for Retirees Enrolled in the PPO/EPO/HMO Plan

Years of Service	Subsidy
5	+338.42
6	+304.58
7	+270.74
8	+236.90
9	+203.05
10	+169.21
11	+135.37
12	+101.53
13	+67.68
14	+33.84
15 (base)	-
16	-33.84
17	-67.68
18	-101.53
19	-135.37
20	-169.21

Non-Medicare Retiree Summary Overview

Contact your Human Resources Manager and let them know you plan to retire within the next year.



Contact PEBP at least 60 days prior to retirement to request that a retirement packet be mailed to you.



Within 60 days from your retirement date mail PEBP your original Retiree Benefit Enrollment and Change Form (RBECE) as well as your Years of Service Form (YOS) included in your retirement packet.



You may receive a bill in the mail for your first months premium.
If you are a PERS retiree the premium will be deducted from your PERS check once all of your paperwork and audit have been completed and processed by PEBP.



Medicare Retirement

PEBP's Requirements
Who is Via Benefits?



It's as Easy as 1-2-3 (4-5)

1

Contact the Social Security Administration and enroll in Medicare A+B (as eligible)

2

Send PEBP a copy of your Medicare A+B card

3

Send PEBP the *original* Retiree Benefit Enrollment and Change Form as well as the YOSF

4

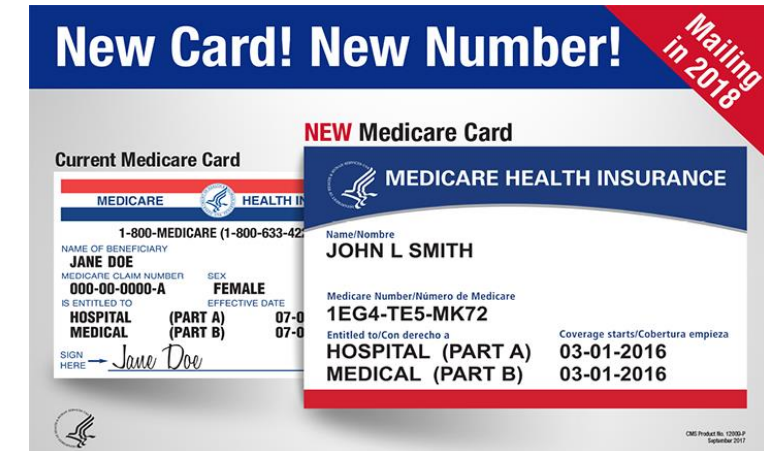
Call and schedule an appointment with a Licensed Benefit Advisor and complete your medical enrollment with Via Benefits

5

Wait for your funding packet to arrive from Via Benefits
(this can take between 8-12 weeks from your *effective* date)

Premium-Free Medicare Part A

- You or your spouse (or former spouse of 10 years) have at least 40 credits (10 years) of work in any job in which you paid Social Security taxes
- or
- You are eligible for Railroad Retirement benefits
- or
- You are under age 65 and approved for Social Security Disability benefits



Please call Social Security to
verify your Medicare Eligibility

1-800-772-1213

Note: Everyone age 65 or older can ***purchase*** Medicare Part B

CURRENTLY RETIRED

Approaching 65th birthday

- Enroll in premium-free Part A*
- Must purchase Medicare Part B

CURRENTLY RETIRED

Under 65 and approved for Social Security Disability benefits

- Enroll in premium-free Part A*
- Must purchase Part B after SSA's 24 month waiting period

NEWLY RETIRING

After age 65
(60-90 days prior to retirement)

- Enroll in premium-free Part A*
- Must purchase Medicare Part B

PEBP's Medicare Requirements

ACTIVE EMPLOYEE

Not required to enroll in Medicare until 60-90 days prior to retirement

TRICARE

- Must have Military identification card (front and back)
- Must have Medicare A & B

SPOUSE/DP

Medicare requirements also apply to covered spouses and domestic partners

*Eligibility requirements apply for *premium free* Medicare Part A
Contact the Social Security Administration (SSA) to check your Medicare eligibility



PEBP's Medicare Enrollment

Retiree or newly retiring Medicare A + B No covered Dependents

- ✓ **Must** enroll at Via Benefits

Retiree with Medicare A + B Covering non-Medicare Dependent

- 1 Retiree **may** stay on PEBP PPO, EPO or HMO with dependent(s)
OR
- 2 Retiree **may** enroll at Via Benefits
- 3 Dependent(s) **may** stay on PEBP or terminate coverage

Active- Not yet retiring

- ✓ Not required to enroll in Medicare
- ✓ If Medicare is obtained, submit copy of card to PEBP
- ✓ CDHP HSA will become HRA (if applicable)

Retiree or newly retiring NOT eligible for free Medicare Part A

- ✓ May remain on PPO, EPO or HMO
 - ✓ **Must** purchase Medicare Part B
 - ✓ Obtain Social Security Eligibility Letter- lack of credits
- Monthly premium reduced by \$134 after receipt of Medicare Part B card

Retiree or newly retiring Medicare A + B and Tricare

- ✓ **Not** required to enroll at Via Benefits

Via Benefits = Medicare Exchange



- First and Largest Individual Medicare Market Exchange
- Licensed advisors provide guidance and ongoing advocacy and ensure that your current providers accept your new plan
- Personalized options with plans from a nationwide network

9 out of 10
Retirees reported they would
work with **Via Benefits** again

No fees for our service

Founded in 2004

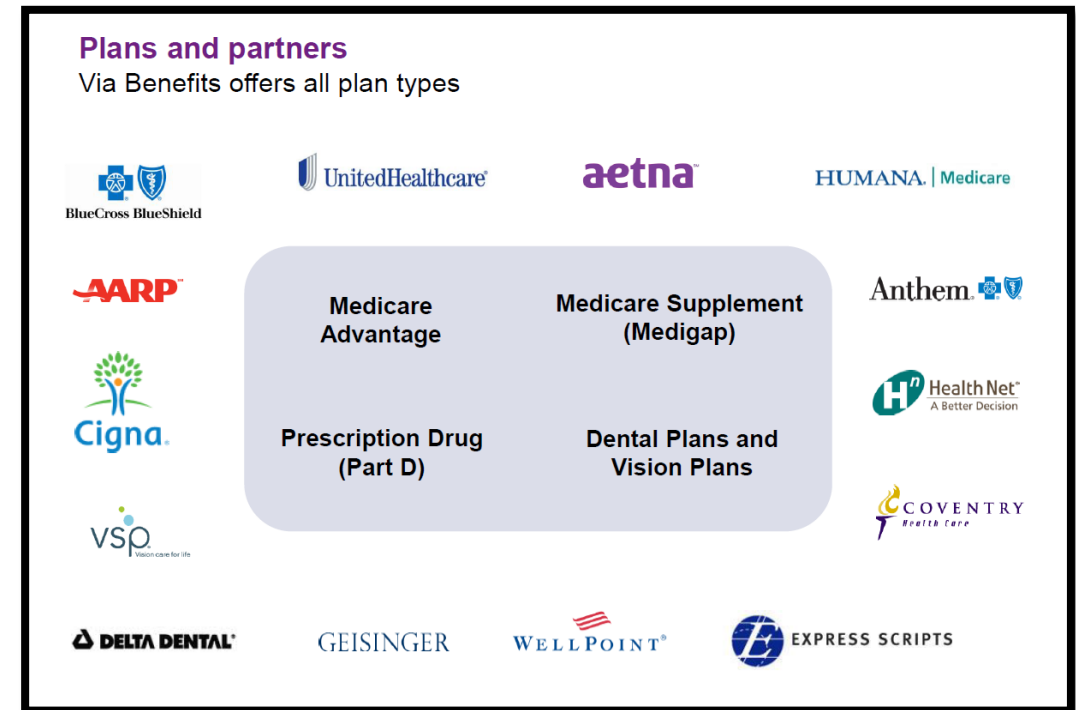
This will be our
13th
Annual
Enrollment
Season

100 + Insurance Companies

Licensed advisor provides
guidance and
ongoing advocacy

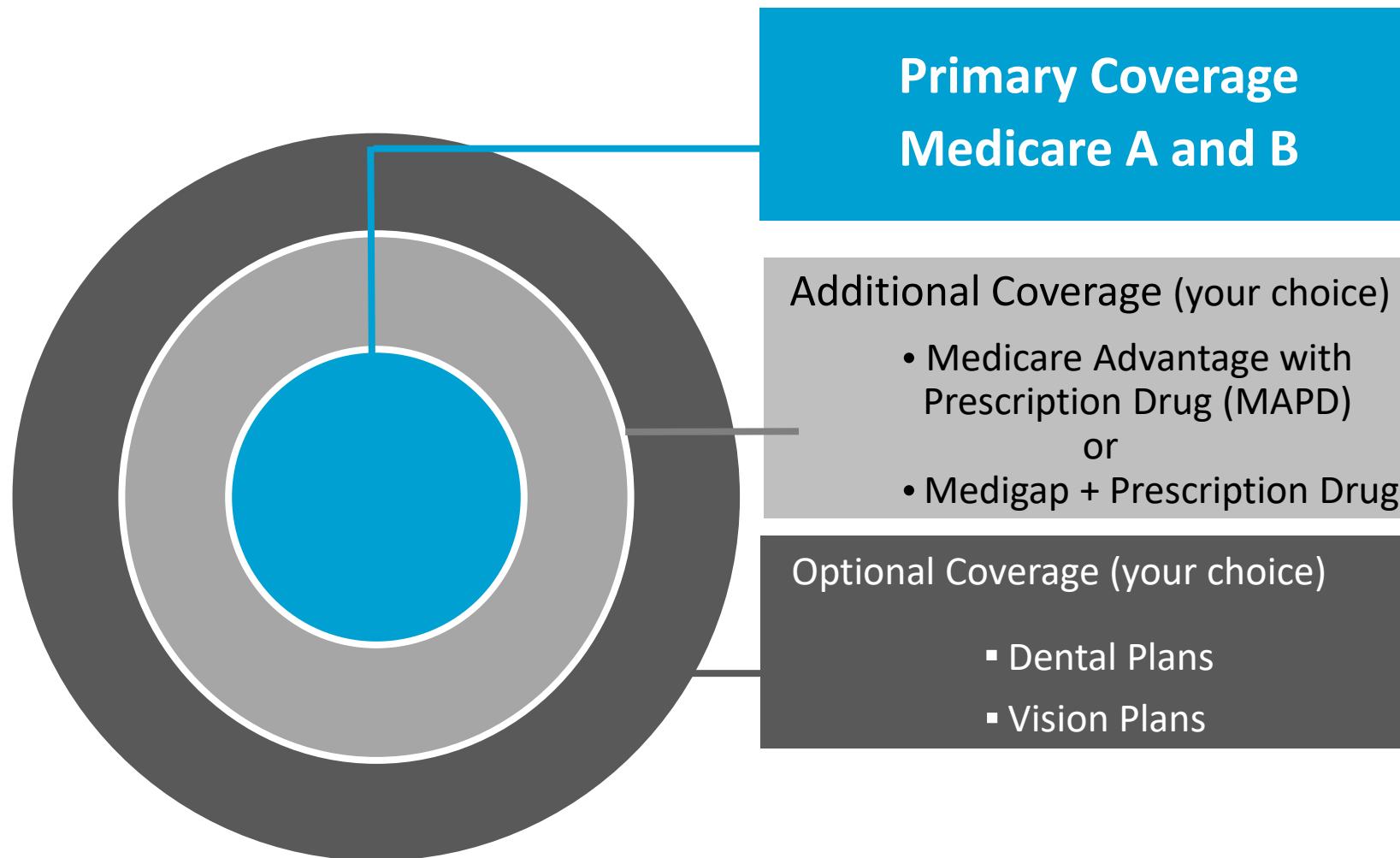
Personalized options with plans from a nationwide network of insurers
More Choice, More Flexibility — Better Value

Willis Towers Watson
OVER
1.7 million
Retirees served across
560+ employers



Your Future Coverage

How Medicare
Coverage Works



Via Benefits Process

Step 1: Evaluate plan options

A Licensed Benefit Advisor will assist you with selecting a medical, prescription drug, dental and vision plan that fits your medical requirements and budget.



Step 2: Enrollment

Via Benefits will assist you with the electronic enrollment process.

Step 3 - After Enrollment: Manage

- HRA funding for eligible retirees
- Advocacy assistance, claims support, network provider assistance, etc.



Funding and Health Reimbursement Arrangements (HRA)



Consumer Driven Health Plan HRA vs Via Benefits HRA

PEBP offers two types of HRAs:

Consumer Driven Health Plan (CDHP/PPO)

- Funded on an annual basis on July 1st
- Funded according to participant tier: \$700 retiree and \$200 per covered dependent (maximum 3)
- Once transitioned to Via Benefits, remaining HRA funds are no longer available

Via Benefits HRA

- Funded on a monthly basis
- Funded according to the retirees' years of service (5-20 YOS) and retirement date

- You will not get to keep the CDHP HRA when you enroll through the Exchange.
- Any HRA money left on the HealthSCOPE Visa debit card will revert back to the State.

Please note: PEBP EPO and HMO participants do not have a CDHP HRA account.



Exchange HRA Contributions

- ✓ PEBP will automatically establish your Exchange-HRA once you enroll in a qualified medical plan through Via Benefits.
- ✓ Once established, you will receive the Via Benefits-HRA funding kit with information on how to use the Exchange-HRA.
- ✓ The kit will include claim forms and a direct deposit form and will normally arrive within 8-12 weeks from your *effective* date.

PEBP Dental

Retirees with Medicare A+B that enroll in their supplemental medical coverage through Via Benefits may remain on PEBP dental.

Plan Year 2019 Monthly Dental Premium	State Retiree	Non-State Retiree
Retiree Only	\$40.63	\$41.06
Retiree + Spouse/DP	\$81.26	\$82.13



Exchange - Monthly HRA Contribution Medicare Retirees Enrolled in Via Benefits	
Years of Service	Contribution
5	+60.00
6	+72.00
7	+84.00
8	+96.00
9	+108.00
10	+120.00
11	+132.00
12	+144.00
13	+156.00
14	+168.00
15 (Base)	+180.00
16	+192.00
17	+204.00
18	+216.00
19	+228.00
20	+240.00



Exchange Premium Example

Retirees Enrolled in Via Benefits

EXAMPLE*: State retiree + 20 YOS + PEBP Dental

Medicare B Premium: \$ 134
Supplement Insurance (Medical + Pharmacy) : \$ 100
Optional PEBP Dental Premium: \$ 40.63
Subtract YOS HRA Contribution: \$ -240.00

Approximate Monthly Premium Costs: **\$ 34.63**

IMPORTANT

All amounts listed are examples.

Social Security determines Medicare B rates
and Exchange Supplement premiums depend
on the plan you choose through Via Benefits.

Exchange - Monthly HRA Contribution Medicare Retirees Enrolled in Via Benefits	
Years of Service	Contribution
5	+60.00
6	+72.00
7	+84.00
8	+96.00
9	+108.00
10	+120.00
11	+132.00
12	+144.00
13	+156.00
14	+168.00
15 (Base)	+180.00
16	+192.00
17	+204.00
18	+216.00
19	+228.00
20	+240.00



Qualifying for Via Benefits HRA

- ☑ Participants *must* be enrolled in Medicare Parts A and B in order to enroll in a plan through Via Benefits.
- ☑ Participants *must* enroll in a **medical** plan through Via Benefits before their enrollment period ends in order to have access to their HRA (normally within 60 days from the Medicare effective date).
- ☑ Participants *must remain* enrolled through Via Benefits each year to continue to have access to their HRA or risk **permanently** forfeiting the rights to their HRA, basic life insurance and PEBP dental benefits (if applicable).
- ☑ Your Via Benefits reimbursement will be based on your retirement date and earned years of service credit. It will take 8-12 weeks to be established.

Medicare Summary Overview

Contact the Social Security Administration.



Enroll in Medicare Parts A and B (as eligible).



Send PEBP a copy of your Medicare A+B card, the original Retiree Benefit Enrollment and Change Form (RBECE) and the Years of Service Form included in your PEBP Retiree Packet.



Call Via Benefits and select a qualified Medical plan before your enrollment period ends.



Wait for your funding packet to arrive from Via Benefits before you submit for any reimbursement. This will normally take between 8-12 weeks from your effective date.



Contact Information



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Via Benefits
(toll free) 1-888- 598-7545
<https://My.ViaBenefits.com/PEBP>



Social Security Administration
1-800-772-1213
www.ssa.gov

This presentation is also available on the PEBP website under Retiree Resources.

Questions?



Thank you!



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Amy Vanderlinden, Communications Specialist
Krystle Borgman, Education and Information Officer