



The Buzz

Retiree Edition 2015

Employee Benefits Division

2016 Health Insurance Rates

At the June meeting, The State and Public School Life and Health Insurance Board established the monthly premium rates and benefits for the 2016 plan-year.

The Board decided that rates and basic benefits will not change for the 2016 plan-year.

The rates and benefits will stay the same for both non-Medicare and Medicare retirees.

Open Enrollment for State Employees is September 1-15 while Public School Employees will have their enrollment period October 1-15.

Non-Medicare retirees can choose to change between

coverage levels (Premium, Classic and Basic) during Open Enrollment. EBD must receive an Election form for any Open Enrollment change. Retirees can find the Retiree Election Form at www.ARBenefits.org in the Forms & Publications section.

Any forms submitted outside the Open Enrollment periods will not be accepted for Open Enrollment changes.

Rates and benefit information can be found at www.ARBenefits.org.

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New Dental and Vision Plan

EBD is working with our voluntary benefit brokerage service, H&H Employee Benefits Specialists and Delta Dental, to put together some new benefits for State of Arkansas retirees.

Subject to getting necessary insurance department approval, there will be a new option for a dental plan as well as a dental and vision combination plan. These will be individual plans offered to both State retirees and Public School retirees. We are expecting the benefits to be very similar to the plans currently offered to the active state employees. It is anticipated that retirees moving from a creditable dental plan within 30 days of losing

that coverage will be given credit towards the waiting periods on services covered under the proposed policy.

Once the product has been approved we will be sending out specific plan details and rates. As of right now, we are planning on an effective date of 10/1/15.

Given that these products as proposed are individual policies and paid directly by the retiree, they will not be subjected to the typical open enrollment time frames. Retirees may obtain these policies as their needs dictate with coverage potentially subject to a waiting period.

Open Enrollment Dates Set

The following are the Open Enrollment periods for the 2016 plan year

State Employees:
September 1-15, 2015

Public School Employees:
October 1-15, 2015

Non-Medicare Retirees will be able to switch plan levels (Premium, Classic, Basic) during these periods.

*Retirees are not able to make changes online, and must submit an election form by fax or mail.

Making Changes to a Retirement Plan

When enrolling or making changes to a retiree health plan, it is important to remember that all paperwork concerning that enrollment should be sent to EBD.

EBD will notify Arkansas Public Employees Retirement System (APERS) and the Arkansas Teacher Retirement System (ATRS) of your enrollment/changes to your premium deductions once they have been entered into our system. All calls concerning your account need to be directed to EBD and not your Retirement Agency.

Below are some instances of what EBD requires for certain changes.

Please note that retirees have a **30-day window** to make changes to their health plan such as death of retiree/dependent, Medicare eligibility, adding newborns etc. EBD must be notified within 30-days of the event.

Marriage: Retiree has a 30-day window to add a newly acquired dependents to the plan. In addition to the enrollment form, EBD also requires a copy of the Marriage License and a Spousal Affidavit.

Divorce: EBD must be notified immediately of the finalization of a divorce between retiree and a dependent. Dependent must come off of the plan and will be

eligible for COBRA coverage for a 36 month period.

Surviving Dependents: If a retiree dies, the dependents on the member's health plan have the option to enroll as a surviving dependent. A surviving dependent letter will be sent as soon as EBD receives notification of the death of a retiree.

Adding Dependents: If a retiree has a dependent that has the qualifying event of loss of employer group health coverage, that dependent can be added to the plan. Proof of employer group health coverage with documentation stating the beginning and ending date of coverage is required. There is a 30-day window to add to the plan after a qualifying event.

Spousal Affidavit: Employed dependents with health care available cannot stay on the plan.

Cancellation of Coverage: If a retiree cancels their retirement health insurance, that decision is final and they cannot come back to the plan unless the termination was due to becoming an active employee under a state agency or public school district.

Rehired Retirees: In order to bring the plan into compliance with federal reporting

requirements, starting January 1, 2011, all retirees who go back to active employment at a state agency or public school district as a full-time employee, eligible for benefits, **MUST** be on the active insurance plan. They will return to the retiree plan upon future retirement from active employment. They will need to fill out the Active Enrollment Form to get back onto active coverage.

Retirees who return to active employment and enroll in benefits outside the State or Public Schools will not be able to rejoin the ARBenefits plan.

Dependent Medicare: If a dependent on a retiree's plan becomes Medicare eligible, the retiree has the option to term that dependent's coverage to keep from changing over to QualChoice and keep their current plan. Retirees must notify EBD **60-days** prior to moving to QualChoice if they wish to term the dependent and keep their current plan.

Open Enrollment: The only option for retirees during Open Enrollment is that non-Medicare retirees have the option to change plans. Also, retirees are not able to make changes during Open Enrollment through the web. All documents must be submitted to EBD by fax or mail.

Stay Up-to-Date with EBD

Stay up-to-date with EBD and any changes that occur by visiting www.ARBenefits.org. Also, by providing your e-mail address you will be sent the Monthly E-Newsletter, which contains information about the plan along with other benefits. You can login to your account at www.ARBenefits.org and enter your e-mail address to receive the E-Newsletter.

New Minnesota Life Rates

Minnesota Life has established new rates that will go into effect on January 1, 2016. The rates are guaranteed through 2016.

To the side are the new rates for retired employees beginning in 2016 for both State and Public School Retirees. Supplemental rates are also included. Dependent child coverage is for tax dependent children up to the age of 26.

Changes to beneficiaries and cancellation of coverage can be made at any time during the year. For assistance, retirees can reach Minnesota Life at 1-888-826-2734. Changes can also be made to your Minnesota Life Policy by logging into your ARBenefits account at www.ARBenefits.org.

Information on Minnesota Life policies can be found in the Forms&Publications section at www.ARBenefits.org.

Minnesota Life Rates for 2016 - Retired Employees ASE & PSE Retirees

Retiree

\$0.58	Coverage	Premium
Basic	5K	\$2.90
Ex. Basic	5K	\$2.90
	10K	\$5.80
	15K	\$8.70
	20K	\$11.60

Spouse

\$0.66	Coverage	Premium
	5K	\$3.30
	10K	\$6.60
	15K	\$9.90
	20K	\$13.22
	25K	\$16.50

Child(ren)

\$0.10	Coverage	Premium
	5K	\$0.50
	10K	\$1.00
	15K	\$1.50
	20K	\$2.00
	25K	\$2.50

Supplemental Rates ASE & PSE Retirees

Retiree	Premium
Under 50	\$0.31
50-54	\$0.50
55-59	\$0.74
60-64	\$1.11
65-69	\$2.18
70-74	\$3.56
75+	\$7.12

PSE Grandfathered Pre 2013

Retiree	Premium
Under 50	\$0.31
50-54	\$0.50
55-59	\$0.74
60-64	\$1.11
65-69	\$2.18
70-74	\$3.56
75+	\$3.70

Legislative Changes For Retirees

The passage of Act 913 during the legislative session includes a couple changes for enrolling into retirement insurance.

EBD will no longer require a waiver on file for employees and dependents who are on other employer group coverage. However, they must experience the loss of employer group coverage, and provide proof of that coverage from the time of termination to the qualifying

event, in order to enroll in retirement health insurance.

Please keep in mind that retirees have a 30-day window for qualifying events to enroll into the health plan.

Also, Act 913 changed eligibility for retiree health insurance for retiring employees. Employees who retire by December 31, 2015 will only need to be eligible to be on the health plan their last day of employment to enroll in retirement insurance.

Employees who retire January 1, 2016 and forward will be required to be on the active health plan on their last day of employment to qualify for retirement health insurance.

We welcome your benefit questions and comments. Call Employee Benefits Division (EBD) during business hours at 501-682-9656 or toll-free at 1-877-815-1017. You may visit our website at www.arbenefits.org or send an e-mail to AskEBD@dfa.arkansas.gov



Signing up for Medicare

When retirees or spouses on the plan become eligible for Medicare, they need to be sure to pick up Medicare Parts A & B.

Active employees who are Medicare eligible will still be covered under the active plan with ARBenefits as the primary insurance, and do not need to sign up for Part B when they obtain Part A. However, they will need to make sure they sign up for Part B upon leaving active

employment.

When a retiree on the plan becomes eligible for Medicare, the plan will start to pay for that member as though they have signed up for Medicare Part B. That means Medicare will be the primary insurance provider with the ARBenefits plan as the secondary provider.

If you do not sign up for Part B, the ARBenefits plan still pays secondary as though

the member has Part B, and the member could be left with more financial responsibility.

Once you sign up for Medicare and receive your ID card, you will need to provide EBD a copy of that card through mail or by fax to 501-682-1200.

To sign up for Medicare, visit www.Medicare.gov or call 1-800-Medicare (1-800-633-4227) for assistance.

The Buzz is an official publication of the Arkansas Department of Finance & Administration - Employee Benefits Division, for the members of the ARBenefits Plan. It shall stand as a Summary of Material Modification (SMM) to the Summary Plan Description (SPD) governing the Arkansas State and Public School Health Plan (ARBenefits).