

# Retiree Benefits

University of Pittsburgh  
Office of Human Resources  
Benefits Department

# Session Agenda



- Overview and eligibility for retiree benefits
- Pre-65 benefits
- Post-65 benefits
- Additional benefits
- Next steps
- Resources



# Overview

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- The University of Pittsburgh offers group retiree benefit coverage to eligible retirees and their spouses/domestic partners through the Defined Dollar Benefit (DDB) program

Offered coverage includes:

- **Medical**
  - **Dental**
  - **Vision**
  - **Life insurance (retiree only)**
- Retiree coverage is managed by UPMC Benefit Management Services (BMS), our retiree service center

# Eligibility for Retiree Status

## ✓ Hire date prior to July 1, 2004

- Must be at least age 62 and in an eligible position\*

OR

## ✓ Hire date of July 1, 2004 or after

- Must be at least age 62 and in an eligible position\*
- Age plus years of service must equal **85 points**

For more info about eligibility, visit [www.hr.pitt.edu/retirees/eligibility](http://www.hr.pitt.edu/retirees/eligibility)

*All employees considering retirement from the University should reach out to the Benefits Department at [www.hr.pitt.edu/contact-ohr](http://www.hr.pitt.edu/contact-ohr) for eligibility confirmation*



### \*Eligible Position Types:

- Staff – Full-time regular
- Staff – Part-time regular (if hired prior to July 1, 2004)
- Faculty/Librarian – Full-time regular
- Part-time tenured or tenure stream Faculty at no less than 50% effort
- Research Associate – Full-time regular
- Executive – Full-time regular
- Union Employees should check CBA for eligibility

# Pre-65 Benefits: Coverage Options

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- Retirees can elect to continue the same medical coverage as active employees at the same cost that active employees pay
  - Fiscal year increases to premiums apply
  - Same open enrollment period as active employees

## Medical

- Panther Gold (HMO)
- Panther PPO (PPO)
- Panther Basic (PPO)

**Prescription drug coverage** is built into the medical plan and has the same formulary and copayments as active employees

**Assist America (emergency coverage)**

## Dental

- Concordia Plus (DHMO)
- Flex I
- Flex II

## Vision

- Fashion Excellence
- Designer Gold

# Pre-65 Benefits: Coverage Options

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**Pre-65 retirees have three options from which to choose:**

- 1. Elect the same group coverage as active faculty and staff**
  - Spouse/domestic partner and children also have this same access
- 2. Use credits under the DDB program for reimbursement of another retiree plan**
  - The plan cannot be an active group health plan through another employer
- 3. Accrue DDB credits for future use**

**Note:** Once enrolled in coverage, elections remain in effect for the full plan year, which runs from July 1 through June 30. Contact BMS for a qualified status change.

## Pre-65 Benefits: Possible Scenarios

Scenarios	Spouse/Domestic Partner less than 62	Spouse/Domestic Partner between 62 – 64	Spouse/Domestic Partner 65+
Retiree	Individual Pre-65 plan at cost share	Two Adult Pre-65 plan at cost share	Individual Pre-65 plan at cost share
Spouse/Domestic Partner (No children)	Individual Pre-65 plan at full cost	Under Retiree's Two Adult plan at cost share	Post-65 with DDB
Children (up to age 26)	Parent/Child(ren) Pre-65 plan at cost share	Family Pre-65 plan at cost share	Parent/Child(ren) Pre-65 plan at cost share

# Post-65 Benefits and Medicare

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## Retiree health care is coordinated with Medicare

**Part A:** Hospitalization (typically no cost)

**Part B:** Physician Services/Testing (cost is income-based)

Medicare A and B only covers up to 80% of your claims

The University's Medicare plans work in conjunction with Medicare Parts A and B to give you full 100% coverage **and** to provide prescription drug coverage (referred to as Medicare Part D)

# Post-65 Benefits and Medicare

## Sample Medicare Part B Premiums

If your annual modified gross income in 2023 (for what you pay in 2024) will be:

File individual tax return	File joint tax return	Individual Monthly Part B Premium
\$103,000 or less	\$206,000 or less	\$174.70
from \$103,000 up to \$129,000	above \$206,000 up to \$258,000	\$244.60
from \$129,000 up to \$161,000	above \$258,000 up to \$322,000	\$349.40

Additional income levels and rates can be found at [www.medicare.gov](http://www.medicare.gov)

## Post-65 Benefits and Medicare

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- **If you retire prior to age 65:** Enrollment in Medicare Parts A and B is required at age 65. Enrollment should be processed three months before your 65<sup>th</sup> birthday directly with your local Social Security Office or online.
- **If you retire after age 65:** You may postpone enrollment in Medicare Part B if you are actively working and in a group health plan. You would then apply for Medicare at the time of your retirement. We suggest starting the process three months prior to your retirement date. An Employer Verification form is required.
- **If you are retiring three months before or three months after you or your spouse/domestic partner's 65<sup>th</sup> birthday:** Please consult with your local Social Security Office to determine the timing of your enrollment.
- **All University plans provide prescription drug coverage:** Enrollment in Medicare Part D is not necessary.

# Medicare Enrollment and Verification Forms

- An Employer Verification form is required if you are retiring and you or your spouse/domestic partner is age 65 and has not yet enrolled in Medicare Part B
  - Employer Verification forms are completed by the Benefits Department
  - Contact the benefits department for your form: [www.hr.pitt.edu/contact-ohr](http://www.hr.pitt.edu/contact-ohr)
  - **Forms can only be completed once your retirement is officially processed**

# Defined Dollar Benefit (DDB) Program

Administered by UPMC Benefit Management Services (BMS)

- **University contribution** toward your retiree medical coverage premium
  - Each month, credits will be applied to an account in your name and your eligible spouse/domestic partner's name (must be 62 years of age)
  - Credit will not accrue while retirees and their spouses/domestic partners are covered under the University's Pre-65 medical plans
- Can be used to **cover the cost of retiree medical premiums only**
  - If medical plan premiums should exceed credit amount, you are responsible for paying the difference
  - Cannot be used for Medicare premiums, deductibles, co-pays, dental, or vision premiums
- You may continue to **accrue your DDB credits** for future use if you have other coverage
  - Unused credits roll over indefinitely
- Credit amount is reviewed annually and may increase each January 1

# Post-65 Benefits: Coverage Options

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- 1. Elect one of seven Pitt-sponsored health plans**
  - Post-65 plan summaries are located on the OHR website at [www.hr.pitt.edu/retirees](http://www.hr.pitt.edu/retirees)
- 2. Receive reimbursement for purchasing a non-Pitt sponsored plan**
  - The plan cannot be an active group health plan through another employer
- 3. Accrue DDB credits for future use**

**Note:** Once enrolled in coverage, elections remain in effect for the full plan year, which runs from January 1 through December 31. Contact BMS for a qualified status change.

# Medicare Advantage: Plan Options

Health Plan is primary

Plan	Monthly Premium	University DDB Credits	Retiree Responsibility	DDB Credit Surplus
<b>UPMC <i>for Life</i> HMO</b>	\$241	\$401	\$0	\$160
<b>UPMC <i>for Life</i> PPO - Standard</b>	\$297	\$401	\$0	\$104
<b>UPMC <i>for Life</i> PPO - Basic</b>	\$254	\$401	\$0	\$147
<b>Highmark Freedom Blue PPO - Standard</b>	\$289	\$401	\$0	\$112

Calendar Year 2024

# Medicare Advantage: Additional Benefits

Health Plan is primary

Plan	Vision*	Dental*	Hearing	Fitness	Emergency
UPMC For Life HMO	X	X	X	X	X
UPMC For Life PPO Standard	X	X	X	X	X
UPMC For Life PPO Basic	X	X	X	X	X
Highmark Freedom Blue PPO Standard	X		X	X	X

\*Vision and Dental plans through carriers are limited plans



### Fitness

UPMC: Silver Sneakers  
Highmark: Silver Sneakers



### Emergency Coverage

UPMC: Assist America  
Highmark: BlueCross BlueShield Global

# Medicare Supplement: Plan Options

Medicare is primary

Plan	Monthly Premium	University DDB Credits	Retiree Responsibility	DDB Credit Surplus
<b>UPMC National Complementary with PDP</b>	\$365	\$401	\$0	\$36
<b>Highmark Signature 65 with Blue Rx</b>	\$385	\$401	\$0	\$16

# Medicare Supplement: Additional Benefits

Plan	Vision*	Dental	Hearing	Fitness	Emergency
<b>UPMC National Complementary</b>	X		X	X	X
<b>Highmark Signature 65</b>					X

*\*Vision and Dental plans through carriers are limited plans*

# Prescription Drug Plans: Standard Network\*

Plan	Tier 1: Preferred Generic	Tier 2: Generic	Tier 3: Preferred Brand	Tier 4: Non-Preferred Brand	Tier 5: Specialty	90-Day Supply (Tier 1)
<b>UPMC for Life HMO</b>	\$15.00	\$20.00	\$47.00	\$100.00	33% Coinsurance	\$0.00 Mail Order Only
<b>UPMC for Life PPO – Standard</b>	\$15.00	\$20.00	\$47.00	\$100.00	33% Coinsurance	\$0.00 Mail Order Only
<b>UPMC for Life PPO – Basic</b>	\$15.00	\$20.00	\$47.00	\$100.00	33% Coinsurance	\$0.00 Mail Order Only
<b>UPMC Health Plan National Complementary Plan</b>	\$15.00	\$20.00	\$47.00	\$100.00	33% Coinsurance	\$0.00 Mail Order Only
<b>Highmark Freedom Blue PPO – Standard</b>	\$15.00	\$15.00	\$35.00	\$70.00	\$70.00	\$20.00 Mail Order Only
<b>Highmark Signature 65</b>	\$15.00	\$15.00	\$35.00	\$70.00	\$70.00	\$20.00 Mail Order Only

# Prescription Drug Plans: Preferred Network\*

Plan	Tier 1: Preferred Generic	Tier 2: Generic	Tier 3: Preferred Brand	Tier 4: Non-Preferred Brand	Tier 5: Specialty	90-Day Supply (Tier 1)
<b>UPMC for Life HMO</b>	\$0.00	\$10.00	\$47.00	\$100.00	33% Coinsurance	\$0.00 Retail Only
<b>UPMC for Life PPO – Standard</b>	\$0.00	\$10.00	\$47.00	\$100.00	33% Coinsurance	\$0.00 Retail Only
<b>UPMC for Life PPO – Basic</b>	\$0.00	\$10.00	\$47.00	\$100.00	33% Coinsurance	\$0.00 Retail Only
<b>UPMC Health Plan National Complementary Plan</b>	\$0.00	\$10.00	\$47.00	\$100.00	33% Coinsurance	\$0.00 Retail Only
<b>Highmark Freedom Blue PPO – Standard</b>	\$10.00	\$10.00	\$30.00	\$65.00	\$70.00	\$20.00 Mail Order Only
<b>Highmark Signature 65</b>	\$10.00	\$10.00	\$30.00	\$65.00	\$70.00	\$20.00 Mail Order Only

Calendar Year 2024 \* Preferred Network is a select provider associated with lower copay

# Medicare Plan Consulting

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- Pennsylvania Medicare Education and Decision Insight (PA MEDI) is PA's State Health Insurance Assistance Program (SHIP), administered by:
  - **Pennsylvania Department of Aging (Statewide Program)**
    - Toll-free: 1-800-783-7067
    - On the web: [aging.pa.gov/aging-services/medicare-counseling](https://aging.pa.gov/aging-services/medicare-counseling)
  - **Wesley Family Services (in Allegheny County):**
    - 412-661-1438
    - Email at: [PA.MEDI@wfspa.org](mailto:PA.MEDI@wfspa.org)



# Post-65 Dental and Vision Coverage

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## United Concordia Access Plan (Advantage Plus Network)

- \$21.07 per month – individual coverage only
- Covers exam and cleaning every 6 months
- Limited basic benefits – 70% (Example: fillings)
- Some in-network benefits for major services (Example: Crowns)
- Annual Deductible (per person): \$25 for class I and II (in network)
- Maximum: \$750/individual (Class I services do not apply to maximum)

## Davis Vision by MetLife Vision Plan

- \$7.98 per month – individual coverage only
- Covers exams and basic lenses annually
- Frames allowance every 12 months

Additional summary guide information for Post-65 dental and vision plans can be found on the OHR website at [www.hr.pitt.edu/retirees](http://www.hr.pitt.edu/retirees)

## Post-65 Benefits: Possible Scenarios

Scenarios	Spouse/Domestic Partner less than 62	Spouse/Domestic Partner between 62-64	Spouse/Domestic Partner 65+
Spouse/Partner (No children)	Individual Pre-65 plan at full cost	Individual Pre-65 plan at cost share	Post-65 with DDB
Children (under 26)	Under Spouse/Partner's Parent/Child(ren) Pre-65 plan at full cost	Under Spouse/Partner's Parent/Child(ren) Pre-65 plan at cost share	Under Individual Pre-65 plan at full cost

# Surviving Spouse/Domestic Partner Benefits

Coverage will continue for three (3) months following the end of the month in which the retiree passes away, then:

- **If the spouse is pre-65:** Surviving spouse/domestic partner is eligible to continue group coverage at full cost
- **If the spouse is post-65:** Any accumulated DDB credits in the spouse's account may be used until depleted
- Unused retiree DDB credits are not transferrable

# Life Insurance – Retiree Only

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## University-Paid Retiree Life Coverage

- \$15,000

## Optional Life Coverage is “portable” within 31 days of retirement

- Available at group rates without an underwriting requirement, but is more expensive than coverage as an active employee
- You may also convert the policy to a whole life policy, which can be quite expensive
- **Contact The Hartford directly at 1-855-396-7655 for general questions**
- Represented employees should refer to their collective bargaining agreements for eligibility on retiree life insurance coverage



# Long Term Care Insurance

Retiree and Spouse/Domestic Partner

- Unum provides Long Term Care insurance for retirees and their spouse/domestic partner
- If you are already enrolled in this program at the time of retirement, you will automatically be sent a bill, approximately 30 days after retirement, from Unum to continue the plan into retirement
  - If you pay, coverage will continue
  - If you don't pay, coverage will terminate
- **Contact UNUM at 1-800-227-4165 for general questions**



# Education Benefits for Retirees

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Retiree, Spouse/Domestic Partner, Child

You may be eligible to retain the same education benefits available to active employees

## Requirements for Pitt:

- Currently utilizing benefit, or;
- Employed full-time at the University for at least five (5) years immediately prior to retirement

## Requirement for Dependents attending Other Institutions:

- Currently utilizing benefit, or;
- Employed full-time at the University for at least ten (10) years immediately prior to retirement



# Osher Lifelong Learning

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- Osher Lifelong Learning, through the College of General Studies, is an additional option for continuing your education
  - Offers three terms of courses per year in areas such as history, art, literature, languages, and physical activity
  - Offers the ability to audit two University undergraduate courses/term
  - Offers additional special events
- Membership: \$150 per term or \$250 per year
- More information: [www.cgs.pitt.edu/osher](http://www.cgs.pitt.edu/osher)

# FSA, HSA, and HIA

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- **Flexible Spending Account (FSA)**
  - You are **not** eligible to retain a flexible spending account in retirement
  - All expenses must be incurred prior to your retirement date
  - You have six (6) months after your retirement date to submit claims incurred prior to your retirement date
- **Health Spending Account (HSA)**
  - You cannot make any more contributions to your HSA once you are enrolled in Medicare
  - Your HSA will continue to provide tax-free funds to cover **medical** costs until you use up all the money in your account
  - Once you turn age 65, your HSA is treated like a traditional IRA if you withdraw money for non-medical expenses
- **Health Incentive Account (HIA)**
  - Ends upon your termination/retirement date



# Retirement Savings Plan Options

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- If you have a University retirement savings account with TIAA, you should schedule an appointment with a representative to discuss your withdrawal options
  - Representatives are available to you after retirement
  - At age 72.5 you will be required to take a minimum distribution from your account
- **Schedule an appointment with TIAA: [www.tiaa.org/schedulenow-PITT](http://www.tiaa.org/schedulenow-PITT)**
- Review the pros and cons of leaving your money in the Pitt plan
- If you have a Defined Benefit Pension, you may start to collect a monthly payment at age 65
  - If you are under 65, you may be able to collect earlier, but your payment will be reduced

# Your Final Paycheck

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- Active benefits will end on the last day of the month in which you work
- Retiree benefits will start the first of the month following your last day of work
- If you are a faculty member on a less than annual contract and you retire between January and April, your benefits will be extended based on actual deductions; less than annual faculty working less than 12 months will have double deductions in the spring, so even if your last day worked is at the end of April, your benefits would run through August
- Staff will be paid out for unused vacation the month following your last day worked
- Staff will be paid for half the value of unused sick days up to \$2,500
- Once retired, you are only able to work at Pitt in a temporary capacity

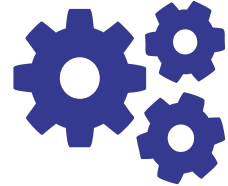


# Benefit Management Services (BMS)

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## What BMS does:

- Mail initial retiree enrollment packets
- Collect enrollment forms
- Mail transition to post-65 benefit packets when appropriate
- Mail open enrollment packets
- Collect premiums – auto withdrawal or invoice (if applicable)
- Track DDB credits
- Process reimbursements for non-University Retiree Medical Coverage
- Accept status change forms throughout the year
- Process demographic information, such as address changes



# Post 65 Retiree Health Enrollment Process

## Medicare

- First, if you are over age 65 at the time of retirement, you must enroll in Medicare Parts A and B, which can be done with your local Social Security office or online; you will also need to submit an Employer Verification form
  - This process can take 2 to 3 months with Social Security and must be completed prior to retirement
  - Employer verification forms can be obtained from the Benefits Department only after your retirement date is updated in Pitt Worx

## Administered through Benefit Management Services (BMS)

- Enrollment form for both the retiree and their spouse/domestic partner (this is mailed by and returned to BMS)
- *Post-65 Only:* Insurance application for chosen UPMC/Highmark plan (this is mailed by and returned to the applicable insurance company to coordinate coverage with Medicare); Medicare Parts A and B must be active

## Annual Open Enrollment Period

- Pre-65 – July
- Post-65 – January

**POST 65 ENROLLMENT FORM**

Name:  (Last, First, Middle Initial)      Status:

You are enrolled in the Defined Benefit Health (DBH) Program. You must choose one of the three options listed below under "Medical Enrollment" to make sure you avoid the post DBH credits to be attached. Please complete this section first.

**1. Social Security**  
 Confirm Social Security Program

**2. Medical Enrollment - Choose A, B, or C, and then continue to number 3.**  
 (Check one to elect University sponsored medical plan)  
 Corresponding carrier applications and instructions for the next step will be mailed to you.

<input type="checkbox"/> UPMC for Life (HSA) - Standard with No Plan	\$275.00
<input type="checkbox"/> UPMC for Life (HSA) - Standard with No Plan	\$330.00
<input type="checkbox"/> UPMC for Life (HSA) - Basic with No Plan	\$330.00
<input type="checkbox"/> UPMC Medicare Complementaries with No Plan	\$330.00
<input type="checkbox"/> Highmark Healthcare Plus - Standard with No Plan (Standard A)	\$337.00
<input type="checkbox"/> Highmark Healthcare Plus - Basic with No Plan (Standard B)	\$330.00
<input type="checkbox"/> Highmark Signature (HSA) with No Plan	\$354.00

**3. Select University coverage and apply the credits to purchase the University sponsored coverage.**  
 (Based on an available basis. Check Form required each calendar year for Medical B, Standard/Health, Standard)

<input type="checkbox"/> Select University coverage and apply the credits for select one		
<b>4. Medical Enrollment</b>	Coverage Level	Monthly Cost
<input type="checkbox"/> UPMC for Life (HSA) - Standard	Individual	\$330.00
<input type="checkbox"/> UPMC for Life (HSA) - Basic	Individual	\$330.00
<input type="checkbox"/> UPMC Medicare Complementaries	Individual	\$330.00
<input type="checkbox"/> Highmark Healthcare Plus - Standard	Individual	\$337.00
<input type="checkbox"/> Highmark Healthcare Plus - Basic	Individual	\$330.00
<input type="checkbox"/> Highmark Signature (HSA)	Individual	\$354.00

**5. Signature/Authentication**  
 I understand that I will be enrolled in any coverage option selected above and that I am responsible for any amounts due to carrier. I acknowledge that any amounts due will be deducted in full from the coverage amount designated in the attached Medicare Payment Authorization (MPA) form.

Signature: \_\_\_\_\_ Social Security Number: \_\_\_\_\_ Retiree Phone: \_\_\_\_\_ Date: \_\_\_\_\_

UPMC Benefit Management Services  
 UPMC Benefit Management Services  
 University of Pittsburgh  
 Adult Care Center - 1211 FIC-400  
 400 South Street  
 Pittsburgh, PA 15261

If you select a University sponsored medical plan, you will also need to complete the corresponding carrier application, which will be sent separately. The DBH credit allowance will be applied towards the month of payment listed.

## Next Steps

- ✓ Submit a resignation letter to your department at least three months prior to your retirement date
- ✓ If you are a staff employee and would like continued access to your Pitt email, you must notify your department administrator at the time you submit your resignation
- ✓ Enroll in Social Security (if applicable)
- ✓ Enroll in Medicare (if applicable)
- ✓ Enroll in health, dental, and/or vision coverage (if applicable) 30 days out from your retirement date
- ✓ Set up an appointment with TIAA or call the Pension Administration Center

# Have Questions? Find Answers.

<b>University of Pittsburgh Benefits Department</b>	1-833-852-2210 <a href="http://www.hr.pitt.edu/contact-ohr">www.hr.pitt.edu/contact-ohr</a> <a href="http://www.hr.pitt.edu/retirees">www.hr.pitt.edu/retirees</a>
<b>Benefit Management Services (BMS)</b>	1-888-499-6885 <a href="mailto:PITT-BMSdocs@upmc.edu">PITT-BMSdocs@upmc.edu</a>
<b>TIAA</b>	1-800-682-9139 <a href="http://www.tiaa.org/pitt">www.tiaa.org/pitt</a>
<b>Pension Administration Center – Defined Benefit Plan</b>	1-866-283-0208
<b>Social Security Administration</b>	1-800-772-1213 <a href="http://www.socialsecurity.gov">www.socialsecurity.gov</a>
<b>Prescription Drug Plan Questions</b>	UPMC: 1-877-381-3765 Highmark Signature 65: 1-800-241-5704 Highmark Freedom Blue: 1-866-456-7739