




Health Care Disclaimer 

This presentation reflects current information. There is no promise, guarantee, contract or vested right to access to health care coverage or a premium allowance. The Board has the discretion to review, rescind, modify or change the health care plan at any time.

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Learning Objectives 

- Overview of 2014 Health Care
- State of Funding
- Preserving Health Care
- Resources

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Plan Administrators



- Medical Mutual: PPO Plan
- Humana Medicare Advantage Plan
- HealthSpan: HMO Plan
- Express Scripts: Prescription Plan
- MetLife: Dental Plan
- Aetna: Vision Plan & Retiree Medical Account (RMA)



Plan Design



- No change in deductibles, copays, and coinsurances
- Increased monthly premiums
- Decreased annual out-of-pocket maximum for prescriptions
- Enhancements to dental plan

Wellness Programs and RMA



Administered by Medical Mutual and Humana

- Simply complete two of the following:
 - Health Care Assessment
 - Humana, Medical Mutual websites
 - Annual Physical Exam
 - Lifestyle Coaching Program (*smoking, weight, stress or nutrition*)
 - Disease Management Program (*chronic conditions*)

Administered by Aetna

- Earn up to \$100 in a rolling 12 month period
 - Example: April 1st to March 31st
 - Funds carry over to next year

How To Use Your RMA



DOWNLOAD & PRINT a claim form at www.aetna.com/fsa or www.opers.org.



COMPLETE the claim form and gather the documentation and receipts listed on the form.



MAIL OR FAX the completed RMA claim form and documents to Aetna.



RECEIVE FUNDS as reimbursement for qualifying claims (by check or direct deposit).

Voluntary Withdrawal



- If you voluntarily withdraw from OPERS health care coverage you may re-enroll:
 - during open enrollment (October)
 - within 60 days of an involuntary termination of health care coverage in another plan

Eligibility for Disability Recipients



Recipients that have an effective date of **1/1/2014** and after will have access and allowance **limited to their first 5 years UNLESS HE OR SHE:**

- Meets new eligibility requirements
 - Age 60, 20 yrs
 - Any age, 30 yrs
- Qualifies for Medicare due to disability



Eligibility for Disability Recipients



Recipients that convert to a service retirement effective on or after **1/1/2015** MUST:

- Meet new eligibility requirements
 - Age 60, 20 yrs
 - Any age, 30 yrs
- Qualify for Medicare due to disability



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Historical Change

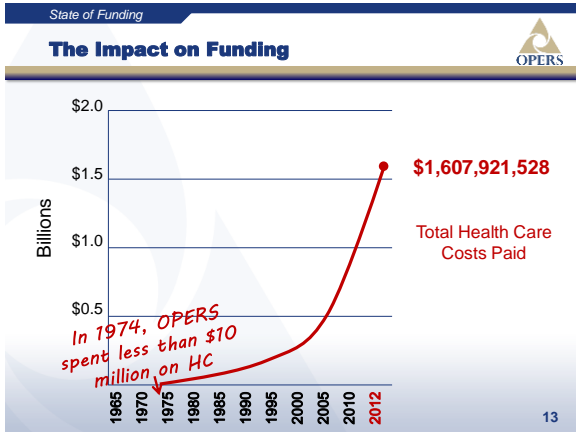


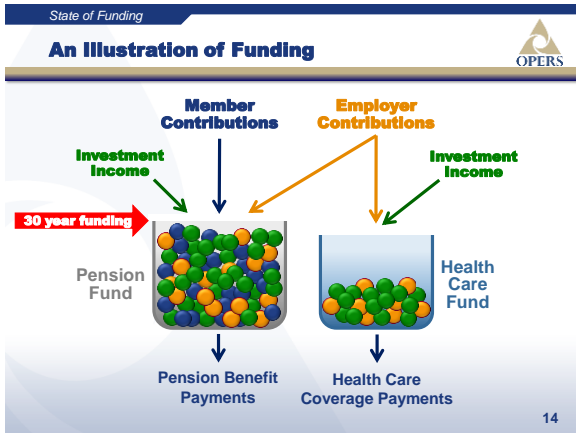
Life Expectancy

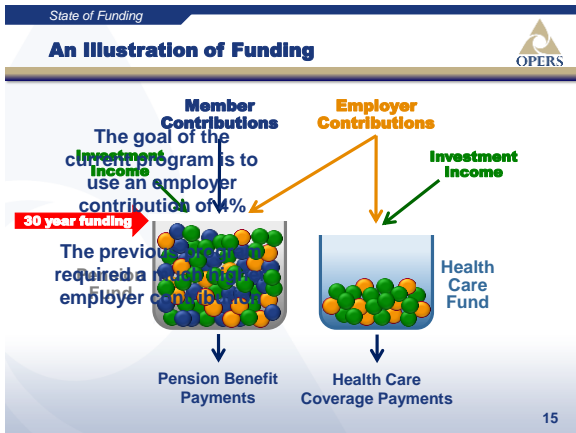
Growth in Retirees




Investments









Progress Check 

Employer Contributions can be split and used to fund both pension and health care.

a) True
b) False




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Preserving Health Care

Allowance for Medical/Pharmacy Costs 

Non-Medicare Example

OPERS Cost \$383

ALLOWANCE \$286

PREMIUM \$97

We will use your **years of service** at retirement and your **age at enrollment** to determine your allowance.

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Health Care Allowance



- Restructured allowances will be based on years of service at retirement and age at enrollment
- Retirees will transition to a new allowance table beginning in 2015:
 - Three year transition
 - Allowances will range from 51% - 90% by 2018
 - Current retirees at or above 75% will not receive less than 75%

Retiree Allowance Transition



75-100% Allowance

51-90% Allowance

25-74% Allowance



Restructured Allowance 2018

Progress Check



Health care allowances will range from _____ at the end of the transition in 2018.

- a) 51-90%
- b) 26-74%
- c) 10-49%



Spousal Allowance and Access



Spouses (including surviving spouses) of current and future retirees are impacted by allowance changes

- **Non-Medicare spouses:**
 - 2015 - Allowance reduced over three years
 - 2018 - Access only, no allowance (member pays full cost)
 - 2021 - No access to OPERS Health Plan

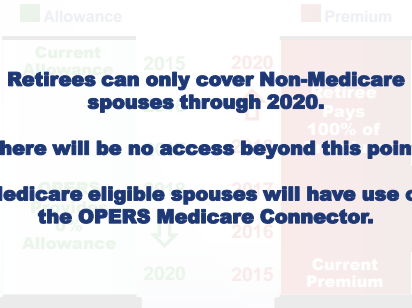
Spousal Allowance and Access



Spouses (including surviving spouses) of current and future retirees are impacted by allowance changes

- **Medicare-eligible spouses:**
 - 2015 - Allowance reduced over three years
 - 2016 - OPERS introduces OPERS Medicare Connector
 - 2018 - Access only, no allowance (member pays full cost)
 - 2021 - Continued access to OPERS Medicare Connector

Spousal Allowance Transition and Access



Progress Check



Medicare spouses may use the OPERS Medicare Connector beyond 2020 to purchase their own Medicare supplement plan.

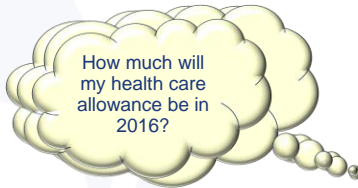
- a) True
- b) False



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Preserving Health Care

Frequently Asked Questions



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MEMBER LOGIN EMPLOYER LOGIN

Board of Trustees | Investments | Health Care | Government Relations | Legal | Finance | Vendor Opportunities | News

Forms: Member forms, Employer forms, Retiree forms

Information Resources for Pension and Retirement Issues

Additional Information: Plan Details for Law-Enforcement Members

Members: New Hire, Pick a Plan, Retirement Plans, Forms / Publications, Spouse to Elect?, Membership Determination Process, Comprehensive Guide, Service Credit and Health Care Coverage, Seminar Options

Employers: Contributing Employers, Employer Contribution System (ECS), Contract Calendar, Notices / Newsletters, Forms / Publications, Company/ Public Contracts, Membership Determination Process, Seminar Options

Retirees: Rx Coverage, Your Health Care, Forms / Publications, Reversion Benefits, Benefit Payments, Seminar Options

Quick Links: GASB Standards, Careers at OPERS, Contact Us, CAFR / PAFR

Connect with OPERS: Like us on Facebook, Read our Blog, Follow us on Twitter

From the OPERS Blog: Monthly chat to cover timely health care topics

Steady course best for pension systems

OPERS investments returned 13.8 percent in 2013

Click here to learn more...

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Resources

For Additional Information



- Health Care Guide
- Open Enrollment
- www.opers.org
 - Health Care Planning Tool
- On-line Account
 - Health Care Calculator



Resources

Ohio PERS



277 E. Town Street
Columbus, OH 43215

1-800-222-7377

www.opers.org

Available Media:





Summary

- **Voluntary Withdrawal**
 - Re-enroll with proof of creditable coverage
- **Health Care Funding**
 - Employer contributions and investment returns
- **Allowance (Retiree)**
 - 51-90% by 2018
- **Allowance (Spouse)**
 - Eliminated by 2018, retiree pays 100% of cost of coverage
- **Next Steps**
 - Use the Health Care Planning Tool

Questions



Revised 6/1/14