

Transitioning employees to retirement:

What YOU can do

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October 2024



choice | health | service

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Today's agenda




- Welcome
- Review of Trust retiree programs
- Consequences of poor planning



- New retiree packet for employer distribution
- Resources
- Questions

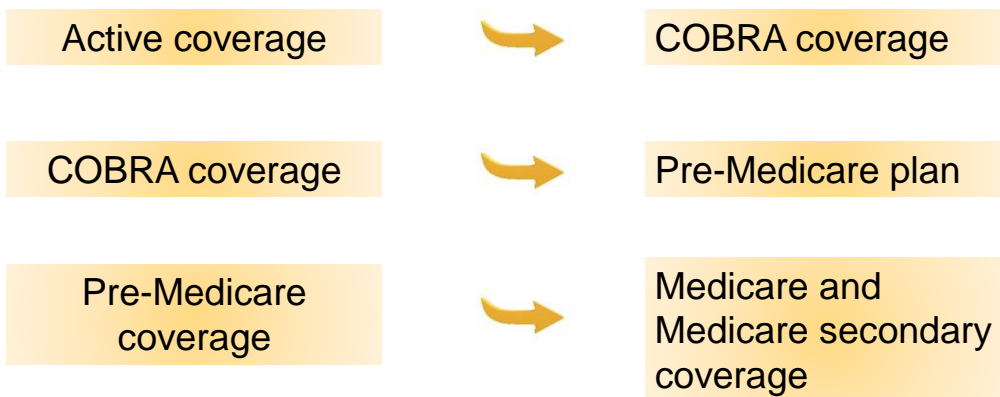
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Retiree eligibility criteria

-  The retiree must be at least 50 years of age and have 5 years of cumulative government experience **on their retirement date.**
-  The person must be covered through the Trust at the time of their retirement.
-  For a spouse or other dependents to have coverage, the retiree must continue coverage through the Trust.

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Multiple transitions



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Retiree deferral option



If a retiree is eligible for other active employer-sponsored coverage they may defer their Trust coverage.

- There is a specific deferral process
- Have the retiree contact AWC Trust staff for details

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Starting with COBRA...

COBRA is a federal law that allows you to continue your medical, dental, vision, and EAP coverage at your own cost once you leave employment.



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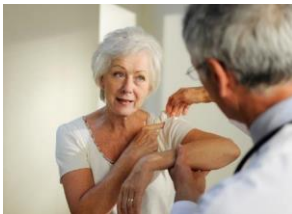
Summary of Pre-Medicare retiree coverage

	Regence/Asuris HealthFirst 1000	Regence/Asuris HealthFirst 2500	Regence/Asuris HDHP	Kaiser HDHP	Kaiser 1000 Plan
Deductible	\$1,000	\$2,500	\$1,650	\$1,650	\$1,000
Out-of-Pocket Maximum	\$6,350	\$6,350	\$5,000	\$3,750	\$5,500
Physician Services	10% coinsurance	10% coinsurance	20% coinsurance	\$20 copay then 10%	10% coinsurance
Hospital Services	Facility 20% coinsurance	Facility 20% coinsurance	Facility 20% coinsurance	10% coinsurance	10% coinsurance
Prescriptions	\$5 generic \$25 preferred brand \$50 non-preferred brand	\$5 generic \$25 preferred brand \$50 non-preferred brand	20% coinsurance	\$15 preferred generic \$30 preferred brand \$50 non-preferred \$0 generic	\$10 preferred generic \$20 preferred brand \$40 non-preferred

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2025 Pre-Medicare medical retiree rates

Regence/Asuris HealthFirst 1000	Regence/Asuris HealthFirst 2500	Regence/Asuris HDHP	Kaiser HDHP	Kaiser 1000 Plan
Retiree \$1,325.93 Spouse \$1,337.45	Retiree \$1,249.10 Spouse \$1,258.14	Retiree: \$1,254.51 Spouse: \$1,265.41	Retiree: \$1,102.13 Spouse: \$1,070.01	Retiree: \$1,298.57 Spouse: \$1,260.72
Medical Trend is 7.5% to 8.5% annually over the next 5 years.				



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Summary of Medicare Advantage options

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	Regence Rx Enhanced Plus	Regence Rx Enhanced	Regence Rx Classic	Kaiser Medicare Advantage
Deductible	\$0	\$0	\$0 \$150 Rx (tiers 3, 4, & 5)	\$0
Out-of-pocket maximum	\$2,800 individual medical (excludes prescriptions)	\$5,000	\$5,500	\$2,500 individual medical Must go to network providers.
Physician services	\$10 copay primary \$30 copay specialist	\$0 copay primary \$25 specialist	\$0 copay primary \$40 specialist	No out-of-pocket
Hospital facility	Days 1-6: \$150/ day Day 7+, \$0	Days 1-5: \$315/day Day 6+, \$0	Days 1-4: \$350/ day Day 5+, \$0	No out-of-pocket
Prescriptions	Tier 1: \$5 copay Tier 2: \$20 copay Tier 3: \$45 copay Tier 4: \$100 copay Tier 5: 33% copay	Tier 1: \$10 copay Tier 2: \$8 copay Tier 3: \$40 copay Tier 4: \$100 copay Tier 5: 33% copay	Tier 1: \$10 copay Tier 2: \$13 copay Tier 3: \$40 copay Tier 4: \$100 copay Tier 5: 30% copay	Tier 1: \$2 copay Tier 2: \$2 copay Tier 3: \$5 copay Tier 4: 50% copay Tier 5: \$150 copay

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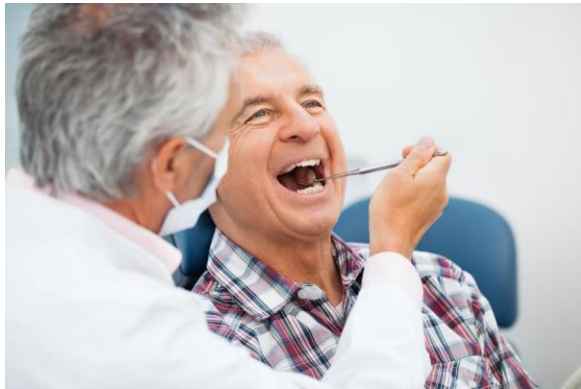
2025 MedAdvantage Rates

Plan	Regence Rx Enhanced Plus	Regence Rx Enhanced	Regence Rx Classic	Kaiser MedAdvantage
2024 monthly premium	\$402.41	\$176.95	\$82.97	\$514.08



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Retiree dental coverage and 2025 rates



Willamette Retiree Plan

\$56.93 (Retiree)

\$115.88 (Retiree + spouse)

Delta Dental Retiree Plan

\$62.76 (Retiree)

\$127.90 (Retiree + spouse)

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Paying for retiree coverage

COBRA:

- Direct bill

AWC Trust retiree plans:

- Direct bill
- Electronic Funds Transfer
- Department of Retirement Services pension deduction



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Bumpy transition



Sue

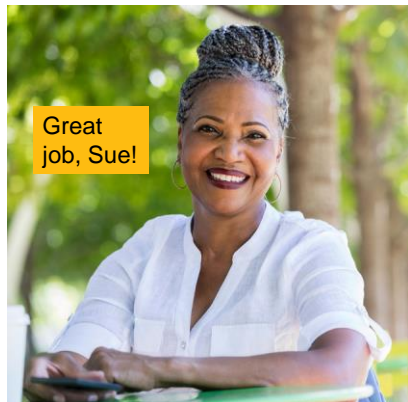
- Retiring next week
- Not enrolled in Medicare B



Joe

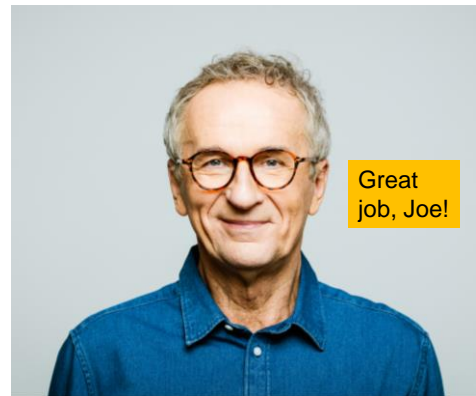
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Smooth transition



Great
job, Sue!

- Retiring in late October
- Not enrolled in Medicare B



Great
job, Joe!

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The best way to assist your retiring employee?

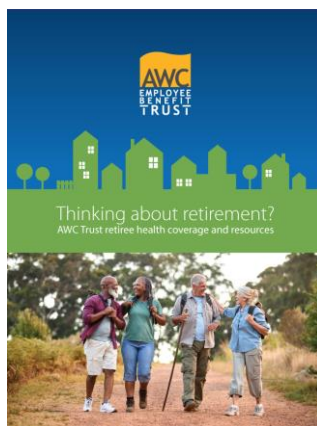


Have them
call Trust staff!



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By popular demand...



New retiree packet for
employer distribution

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Inside the packet

Planning:

- Things to consider
- FAQ's
- Resource list

Details & options:

- EAP brochure
- Retiree plan rates
- Plan options
- Trust deferral policy



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What's the difference?



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Things to Consider

➤ Type of coverage

- Medical
- Dental
- How Medicare fits



➤ Logistical questions

- Where you live
- How much you travel
- Other coverage options

➤ Financial considerations

➤ COBRA

Like a dance... it's all about the timing

What to do:

- ✓ 3-5 years in advance
- ✓ 4-6 months out
- ✓ Final steps



Resources

- ✓ AWC Employee Benefit Trust
- ✓ Washington State Department of Retirement Systems (DRS)
- ✓ Medicare/Social Security
- ✓ Statewide Health Insurance Benefit Advisors (SHIBA) Location Finder
- ✓ Employee Assistance Program (EAP)

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Make a plan that includes more than finances



- Access EAP Resources - online and over the phone
 - Assist with financial planning
 - Research ways to spend your time
 - Suggest ways to build relationships - friendships with those both older and younger
 - Provide counseling services to those having difficulty with the shift away from active employment

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Rates

Regence BlueShield/ Asuris Northwest Health

Retiree HealthFirst® 1000

	2024 rate
Retiree	\$1,235.72
Retiree & spouse	\$2,482.16
Spouse only (no Medicare)	\$1,246.46

Retiree HealthFirst® 2500

	2024 rate
Retiree	\$1,164.12
Retiree & spouse	\$2,336.66
Spouse only (no Medicare)	\$1,172.54

Retiree High Deductible Health Plan

	2024 rate
Retiree	\$1,169.16
Retiree & spouse	\$2,348.46
Spouse only (no Medicare)	\$1,179.32

Retiree Medicare Advantage

2024 rate	Rx enhanced plus	Rx enhanced*	Rx classic*
Retiree w/ Medicare A&B	\$377.14	\$154.14	\$69.14
Spouse w/ Medicare A&B	\$377.14	\$154.14	\$69.14

*New plan, available June 1, 2023

Kaiser Permanente

Retiree Kaiser 1000

	2024 rate
Retiree	\$1,200.16
Retiree & spouse	\$2,365.32
Spouse only (no Medicare)	\$1,165.18

Retiree Kaiser High Deductible Health Plan

	2024 rate
Retiree	\$1,018.60
Retiree & spouse	\$2,007.52
Spouse only (no Medicare)	\$988.92

Retiree Kaiser Medicare Advantage

	2024 rate
Retiree w/ Medicare A&B	\$498.62
Spouse w/ Medicare A&B	\$498.62

Delta Dental of Washington

Retiree PPO

	2024 rate
Retiree	\$62.76
Retiree + spouse	\$127.90

Willamette Dental

Retiree PPO

	2024 rate
Retiree	\$53.26
Retiree + spouse	\$108.40

Questions? Contact AWC Trust staff at
1.800.562.8981 or
benefitinfo@awcnet.org



Summary documents

Retiree dental coverage options

There are three paths available to you under the AWC Trust



Enroll on an AWC Trust retiree dental plan

- The retiree must be at least 50 years of age with at least 5 years of cumulative government experience upon separation from employment.
- You must be enrolled on an AWC Trust

or

Defer your AWC Trust retiree coverage if you enroll on an employer-sponsored insurance

- You may be covered as an employee or a dependent.
- You must submit a coverage form to the AWC Trust within 60 days of separation from the time your Trust coverage ends.

Retiree health coverage options

You are on Medicare.
There are three paths available to you under the AWC Trust



Enroll on an AWC Trust retiree medical plan

- The retiree must meet age and service requirements under an AWC Trust employer's pension (you don't need to draw the pension; you just have to be eligible).
- You must be enrolled in Medicare Part A and B.
- You must be retired.
- You must be enrolled on an AWC Trust medical plan immediately preceding retirement.

or

Defer your AWC Trust retiree coverage if you enroll on other employer-sponsored insurance

- You may be covered as an employee or a dependent.
- You must submit a coverage deferral form to the AWC Trust within 60 days of separation from the time your Trust coverage ends.
- Other actions are required, contact the AWC Trust for more details to obtain the deferral form.

Retiree health coverage options

Not eligible for Medicare yet?
There are three paths available to you under the AWC Trust



Enroll on an AWC Trust retiree medical plan

- The retiree must be at least 50 years of age with at least 5 years of cumulative government experience upon separation from employment.
- You must be enrolled on an AWC Trust medical plan immediately preceding retirement.

or

Defer your AWC Trust retiree coverage if you enroll on other employer-sponsored insurance

- You may be covered as an employee or a dependent.
- You must submit a coverage deferral form to the AWC Trust within 60 days of separation from the time your AWC Trust coverage ends.
- Other actions are required, contact the AWC Trust for more details or to obtain the deferral form.

or

Continue your current coverage through COBRA

- Monthly cost is the full premium amount + 2%.
- COBRA coverage is typically available for 18 months.

Other things to think about:

- If your employer or employee group leaves the AWC Trust, you are no longer eligible to be covered on an AWC Trust plan.
- Service areas may vary. Planning to move or travel? Contact AWC Trust staff to confirm you'll still have access to services.
- The AWC Trust also offers retiree dental coverage, through both Delta Dental and Willamette Dental.

Additional resources



- Short video for those considering retirement
- Longer training video that includes “Medicare 101” information

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PLUS... Trust staff is still here to help!

Trust staff can help YOU *and* the person who is retiring.



- Call us at 1.800.562.8981
- Email us at benefitinfo@awcnet.org
- Visit our website: awctrust.org

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Questions?



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Happy retirement Heidi!



We thank Heidi for her 19 years of service to the AWC Trust!

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