

# **Connecticut State Teachers' Retirement Board Health Plan Options**



## **Overview of Plan Options**

**Presented by  
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Stirling Benefits, Inc.  
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# StirlingBenefits<sup>®</sup>

Evolving the Business of Benefits<sup>SM</sup>

# TRB Governance



## ➤ 14 Member Board

- Establishes policy, sets rates and benefits
  - 8 Governor appointees
  - 4 elected active certified staff
  - 2 elected retired certified staff



- Day-to-Day operations delegated to the Administrator
- Darlene Perez, retired in 2017 after 40 years with the TRB, now serving as Acting Administrator

# TRB Plan -- Who is eligible?



# To obtain Medicare...



- Need 40 quarters of eligible employment, or
- Married at least a year to someone that has 40 quarters, or
- Were married 10 years to someone who has 40 quarters
  
- Contact local Social Security office three months prior to age 65 or retirement to obtain Medicare coverage
  
- Pre 1987 hires may not have 40 quarters



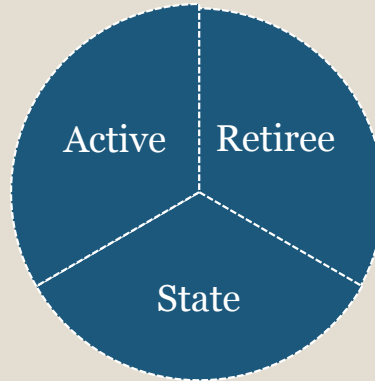
# 2018 Medicare Monthly Premiums



Single	Couple	Part B	Part D
\$85,000 or less	\$170,000 or less	\$134.00	0
\$85-107,000	\$170-214,000	\$187.50	\$13.00
\$107-160,000	\$214-320,000	\$267.90	\$33.60
\$160-214,000	\$320-428,000	\$348.30	\$54.20
Above \$214,000	Above \$428,000	\$428.60	\$74.80

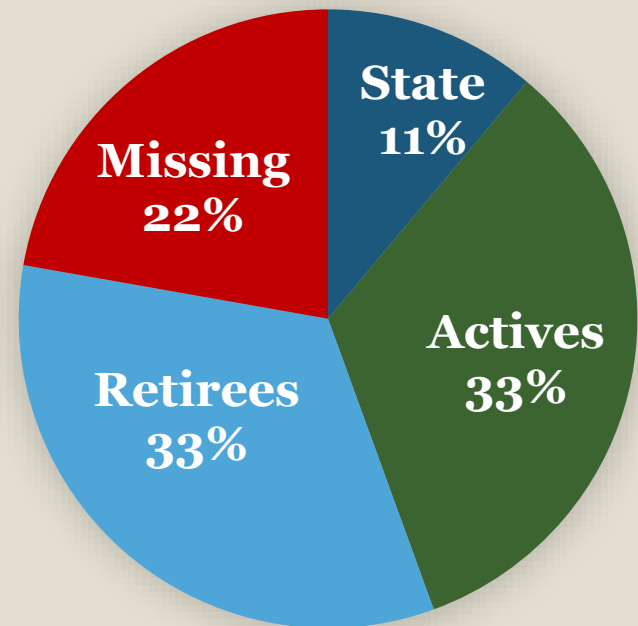
# TRB Health Plan Funding

Per statute, there should be three equal sources of funding – 1/3 each:



Over decades, the state has underfunded the plan by \$192M

Current State budget



Source: Dr. Joseph Fields report to the TRB Board, 1-11-18.

# Funding for the long term...



- OPEB - Other Post Employment Benefits
  - ✦ Current liability = \$3B
  - ✦ Fund Balance = under \$60M
  - ✦ Less than 2% funded
  
  - ✦ Actuaries consider this to be a “pay as you go” plan

Source: Cavanaugh Macdonald Consulting, LLC, Actuarial Evaluation 6-30-2016



# TRB Retiree Health Benefits package



Coverage	Vendor
Medical -- choice of:	Stirling Benefits
	Anthem
Prescription Drugs	Express Scripts
Dental Benefits	Cigna Dental
Vision/Hearing	Stirling Benefits

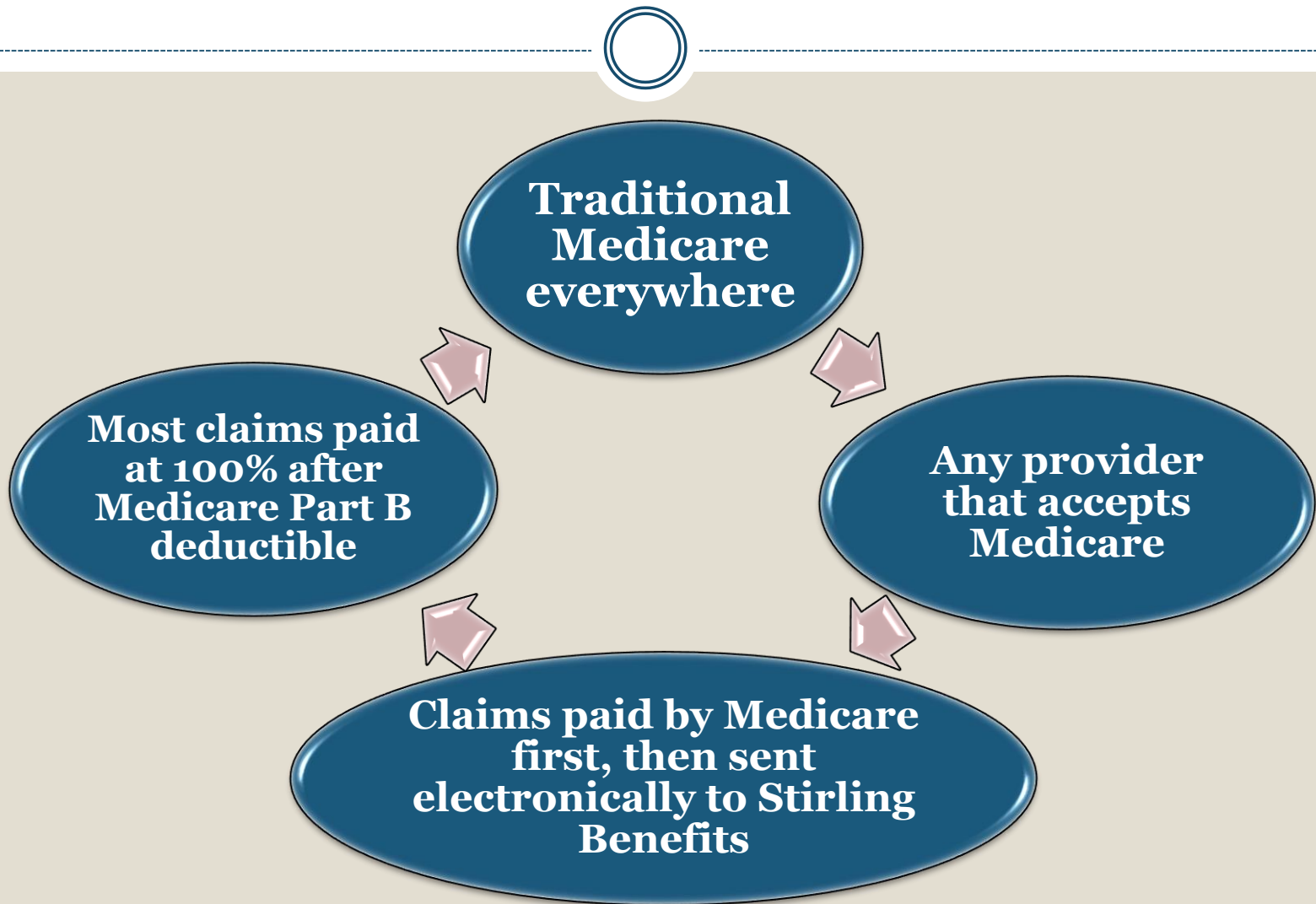
# New Base Plan = Default Plan



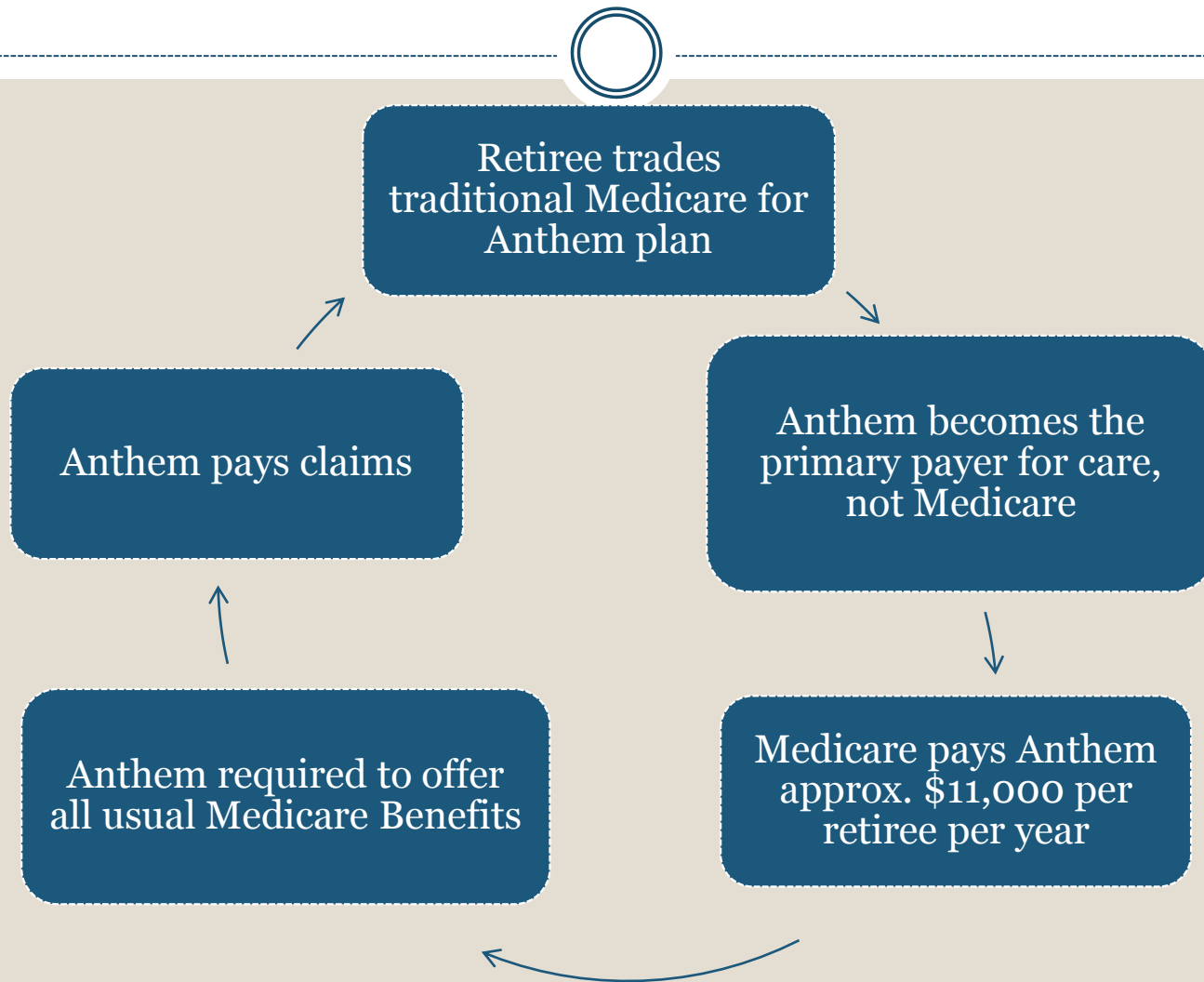
## Effective July 1<sup>st</sup>, 2018

- **All current plan members transferred into the new Base Plan**
- **To stay with Stirling, must “opt out” of Anthem Plan**
- Opt out window mid-April to May 1, 2018
- Current members will receive a customized “opt out” form – return the form to TRB

# TRB Medicare Supplement w/ Stirling



# TRB Medicare Advantage w/ Anthem



# Two health plan options effective July 1<sup>st</sup>, 2018



	<b>Stirling Benefits</b>	<b>Anthem</b>
Type of Plan	<b>Medicare Supplement</b>	<b>Medicare Advantage</b>
How it works	Wraps around traditional Medicare	Replaces traditional Medicare
Medical claims paid from	Medicare and TRB health fund	Anthem assets
Cost	Higher premium	Lower premium
TRB Option	Buy up Plan	New “Base” Plan

# Comparison of medical plans



<b>Stirling</b>	<b>Anthem</b>
Covers what Medicare covers	Covers what Medicare covers and Silver Sneakers
Access to any Medicare provider	In network and out of network benefits. National network Includes all CT hospitals
No copayments, charges usually covered at 100% after \$183 Medicare Part B deductible	\$5 copayment for most doctor visits, \$100 for ER or ambulance, \$200 per hospital stay, \$0 for wellness
Picks up remainder after Medicare	Pays according to Anthem contracts with providers
Same coverage in all 50 states and Puerto Rico	Network varies depending on location.

# Other Coverage



Same for either medical plan

Prescription  
Drugs

Express  
Scripts

Dental

Cigna  
Dental

Vision &  
Hearing

Stirling  
Benefits

# Rx Benefits



The annual prescription deductible mirrors the standard Medicare Part D deductible

<b>Calendar Year</b>	<b>2018</b>
Deductible:	<b>\$405</b>
Coinsurance:	<b>\$800</b>
Out of Pocket Max	<b>\$1,205</b>
After Out-of-Pocket Max reached, plan pays:	100%



# 2018 Rx plan payment after deductible



	Generic Drugs	Preferred Drugs	Non- Preferred
Acute at Pharmacy	95%	80%	70%
Maintenance Mail order or pharmacy pick up	95%	80%	70%

# Dental



- Administered by Cigna Dental
  - ✦ \$50 annual, upfront deductible
  - ✦ 100% for 2 cleanings/ year
  - ✦ 80% basic restorative
  - ✦ 50% Major Restorative
  - ✦ \$2,500 annual maximum



# Vision & Hearing



- Administered by Stirling Benefits
  - Reimbursement, no network, see any provider
- Vision
  - Exams: \$75 every 12 months
    - ✦ Either
      - \$100 toward one set of frames and
      - \$60 - \$200 allowance for one set of lenses every 24 months,
    - ✦ Or
      - \$120 toward contacts every 12 months
- Hearing Aids: \$750 every three years



# Enrollment Options



- Choice of either Medical plan
- All new enrollees must take the full package including Medical, RX, Dental and vision/hearing
- Anthem plan is new “base” plan
- Stirling plan is the more expensive “opt out” option

# Cost for coverage



## Per person per month

As of July 1, 2018	Anthem	Stirling
Full Package (med, Rx, dental and vision/hearing)	<b>\$134</b>	<b>\$259</b>

# How Members Enroll



Complete one form per person

(Stirling or TRB website)

Send form with proof of Medicare to  
TRB (not to Stirling)

Must be received by the 25<sup>th</sup> of the  
second month preceding coverage  
(25<sup>th</sup> of May for July 1<sup>st</sup>)

Cancel current Board of Education  
coverage

# For More Information...



- Teachers' Retirement Board
  - 765 Asylum Avenue, Hartford, CT 06105-2822
  - [www.ct.gov/trb](http://www.ct.gov/trb)
- Stirling Benefits, Inc.
  - Plan information available at [www.StirlingBenefits.com](http://www.StirlingBenefits.com)
  - Phone: (203) 876-1660 or (800) 447-6689
  - Facebook: Stirling Benefits for Teachers' Retirement Board members
- Anthem (833) 607-6517 or (833) 848-8729
- Express Scripts (844) 433-4883
- Cigna Dental (800) 564-7642
- Medicare (800) 772-1213 [www.Medicare.gov](http://www.Medicare.gov)

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