

Immediate Past Chair and USG Retiree Council Representative Report: Missy Cody
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Georgia State University Emeriti Association Coordinating Board Meeting
December 9, 2015

The USG Retiree Council held one face-to-face meeting at Middle Georgia State University since the last GSU Emeriti Association Board Meeting. This meeting focused on health plan information. The following may be of interest to the Emeriti Board.

- The retiree Health Reimbursement Account (HRA) amount (\$2,736 per retiree and retiree dependent spouse) was based on keeping the retiree's spending for healthcare coverage relatively the same for 2016 as it was in 2015 and keeping BOR cost for retiree healthcare in 2016 what it had been in 2015 (\$43.3 million).
- The subsidy may change each year, just as insurance costs have changed each year.
- The following are required for eligible retirees and spouses to have the HRA: enrollment in Medicare Parts A and B and enrollment in at least one product through AON. Retirees can purchase insurance from outside vendors and still use the HRA, but they must meet the above requirements first. Also, AON cannot provide advocacy services for products that they did not sell, even if they sell the same product in their portfolio.
- The HRA funds are deposited in full in January. The HRA funds can rollover, if they are not spent within the calendar year. HRA accounts for retirees and dependent spouses are joint, i.e., if one spouse doesn't use his/her HRA, the other spouse can.
- Insurance plans and costs vary by gender, age, and location. You cannot necessarily compare your costs with someone else's.
- Some policies have required immediate payment for the first month. BOR HR did not think that this was appropriate, and they are checking on it. Regardless, this first payment will be reimbursable through the HRA, even though it was made in 2015. It is the only reimbursable expense for 2015.
- Some individuals may have cheaper plans available to them that are not available through AON (example, USAA) or may be members of AARP and have their Plan F available (not on the AON site; advisor is supposed to ask, but may not).
- Medicare Part D drug plans may be difficult to understand because, while they cover the same classes of drugs, they may not cover the specific drug that the retiree/spouse is taking and may not cover compounded drugs. This can be negotiated, if a drug is not tolerated.
- At the beginning, the enrollment line was backed up, and it could take up to an hour to reach an enrollment advisor. Now you can enroll directly with your Benefits Advisor.

I have sent updates to Gail Imoukhuede for posting. She has sent out several updates. More should come out soon, including information on how to be reimbursed through the HRA.

Respectfully submitted,

Missy M. Cody