

Health Insurance in Retirement Frequently Asked Questions (FAQs)

PEEHIP General Website: www.rsa-al.gov/peehip/

Medicare-Eligible Website: www.rsa-al.gov/peehip/retirees/

Q What are the medical benefits available to me in retirement?

A UAH Retirees are eligible for the Public Education Employees' Health Insurance Plan (PEEHIP) Hospital/Medical coverage effective on their date of retirement. The plan is governed by the PEEHIP Board of Control. Employees under the age of 65 are offered a Hospital/Medical PPO plan administered by Blue Cross/Blue Shield of Alabama and an HMO plan administered by VIVA Health. Be aware of the provider network area if you elect to enroll in the VIVA Health HMO plan as the out-of-network benefits and provider networks in North Alabama are limited. *Medicare-eligible retirees (age 65 or over)* are offered a Medicare Advantage (PPO) Plan administered through Humana.

Q When does my coverage become effective?

A You are eligible to enroll in the PEEHIP medical plan effective your date of retirement. You must request enrollment within 30 days of your retirement date. If you have single coverage on your date of retirement, you may only enroll in single coverage with PEEHIP. In this situation, a retiring member must wait until the Open Enrollment period to add family coverage.

Q Are the benefits the same as the UAH Blue Cross/Blue Shield medical plan?

A No. While both plans are similar, they each have different eligibility requirements and different plan benefits. The similarity is that both the UAH medical plan and the PEEHIP PPO plan are administered by Blue Cross/Blue Shield of Alabama and both are included in the Blue Card PPO provider network. See the PEEHIP Member Handbook on their website referenced above for coverage information.

Q What are the monthly premium costs?

A Premiums are determined by years of service, age at the time of retirement, and the type of coverage selected (single, family with no spouse or family with spouse). To determine your premium cost, you can use the **PEEHIP Retiree Premium Calculator**: This program requires you to register and log into Member Online Services (MOS). This will help provide a more accurate estimate during the calculation process and will limit the information that you need to provide. If you do not have MOS access, you may use the non-MOS premium calculator.

PEEHIP has a premium page that lists the premium rates for members who retired after 9/30/2015, and rates for the optional coverage plans (cancer, dental, hospital indemnity, vision).

NOTE: Premiums deducted from your retirement check are paying for the following month of coverage. Example: If you retire in June, the June retirement benefit issued on June 30 will pay for PEEHIP premiums for the month of July. You will receive an invoice from PEEHIP for your initial premium. If the amount of your retirement check is greater than your monthly premium, subsequent payments will be deducted from your retirement check. If the amount of your retirement check is less than your monthly premium, PEEHIP will not deduct your premium from you retirement check but instead invoice you each month for your monthly premium.

Q How do I get information regarding the medical benefits covered?

A. PEEHIP information is available at: www.rsa-al.gov/peehip/. Also included on the site are:

- PEEHIP Member Handbook
- PEEHIP Summary Plan Description
- PEEHIP Summary (short two pages)

Q Do I have to enroll in Medicare at age 65 while enrolled in PEEHIP?

A Yes, you must have Medicare Part A and Part B effective the first day of the month you turn 65. If your birthday falls on the first day of the month, you must have Medicare Part A and Part B effective the first day of the month prior to you turning 65. Example: If your birthday is February 1 you must enroll in Medicare Part A and Part B effective by January 1. Please be aware, if you are Medicare eligible prior to your retirement date you must have Medicare Part A and Part B effective on or before your date of retirement. Medicare will be your primary payer for medical claims and PEEHIP will be secondary.

Q My spouse is Medicare eligible but will remain employed when I retire. Will my spouse have to enroll in Medicare?

A Yes if you are enrolling in PEEHIP and electing to cover your spouse. Since the policy holder is retired, the same Medicare rules apply to anyone covered under that policy. PEEHIP will only pay secondary to Medicare Part A and Part B for anyone who is Medicare eligible and covered under a retired policy. If your spouse elects to enroll in Medicare effective your retirement date, it is important that your spouse indicate to Medicare that he/she will be covered under their spouse's retired group health plan and that the plan will only pay secondary to Medicare Part A and Part B for anyone who is Medicare eligible.

Q Can I work at another employer after retirement without affecting my health benefits?

A Legislation now requires that members who retire after September 30, 2005, take the other employer's medical insurance provided: 1.) they become employed by another employer, 2.) the other employer provides at least 50% of the cost of single health

insurance coverage, and 3.) they are eligible to receive the other employer's health insurance coverage.

Q How do I enroll in PEEHIP?

A You will need to complete the enrollment form at the time you complete your Application for Retirement. The PEEHIP enrollment form will need verification from Human Resources of your current medical coverage. A Human Resources representative can complete the Employer Certification (Section H) to certify your current insurance coverage with the University. You may email or fax the form to Human Resources for completion.

Q Am I eligible for optional plans (e.g. dental, vision, hospital indemnity, and cancer indemnity) through RSA?

A Yes, however you can only enroll in the optional plans during the PEEHIP annual open enrollment period which begins July 1 and ends August 31 for coverage to be effective October 1 each year. Changes can be made online through the Member Online Service portal or by contacting PEEHIP for a paper enrollment form.

Q How do I contact PEEHIP?

A You can call PEEHIP at 1-877-517-0020. Counselors are available Monday through Friday from 8:00 a.m. to 5:00 p.m. Central Standard Time. They can also be reached via email at: peehipinfo@rsa-al.gov.