

PEIA Medicare Retiree News for Plan Year 2013

Get Ready for Open Enrollment

PEIA will hold Open Enrollment from April 1 to 30, 2012. During Open Enrollment you may make changes to your coverage without having a "Qualifying Event." This is your opportunity to:

1. add or remove dependents
2. make changes to your life insurance (decrease or drop coverage)
3. cancel health coverage

After Open Enrollment ends, you cannot make changes in your coverage without a Qualifying Event. For a list of the qualifying events, please refer to your PEIA benefit booklet.

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Premium Discounts Continue Unchanged

This year, PEIA is again offering TWO premium discounts to retired employees. The discounts are described in detail below:

- 1. Advance Directive/Living Will.** PEIA is offering the \$4 Advance Directive/Living Will discount to retired health policyholders in PEIA's Special Medicare Plan or the Humana Medicare Advantage plan who have completed a living will or an advance directive for healthcare.

If you are currently receiving the discount, you do not need to do anything. The discount will continue for the next plan year.

If you are not currently receiving the discount, you may claim the discount if you've completed one of these forms:

Continued on page 2

Need Help Paying Premiums?

Retired employees whose total annual income is less than 250% of the federal poverty level (FPL) may receive assistance in paying a portion of their PEIA monthly health premium based on years of active service. Applicants must be enrolled in the PEIA PPB Plan, the Special Medicare Plan or Humana's Medicare Advantage plan.

Managed care plan members are not eligible for this program. Retired employees using accrued sick and/or annual leave to pay their premiums are not eligible for this program until their accrued leave is exhausted. Applications were mailed to all eligible retired employees in February.

Medicare-eligible retirees with 15 or more years of service who qualify for Premium Assistance may also qualify for Benefit Assistance that reduces the medical and prescription out of pocket maximums and most copayments. These benefits are described in detail in the Evidence of Coverage booklet provided by Humana or in the PEIA Special Medicare Plan benefit booklet.

To qualify for premium **and** benefit assistance you must meet all of the following criteria:

- Medicare must be your primary insurance,
- you must have 15 or more years of service,
- you must be enrolled in the Medicare Advantage Plan or the Special Medicare Plan, and
- your household income during calendar year 2011 must have been at or below 250% of the Federal Poverty Level (FPL).

If you want assistance for all of Plan Year 2013, you must submit your application and supporting documents no later than June 10, 2012.

For more details or for a copy of the application, call PEIA's customer service unit at 1-888-680-7342.

Premium Discounts Continue Unchanged

Continued from page 1

1. WV Living Will Form
2. WV Medical Power of Attorney form
3. WV Combined Living Will and Medical Power of Attorney form
4. **LifeKeeper** Advance Care Planning Guide Advance Directive Form (see details on page 5)
5. Five Wishes form (Aging with Dignity for \$5 per copy call 1-888-594-7437)

More information is available from the WV Center for End of Life Care at www.wvendoflife.org or by calling the center at 1-877-209-8086. If you live outside West Virginia, you may complete the advance directive document that is legal in your state of residence to claim the discount.

You can also find more information in the **LifeKeeper** Advance Care Planning Guide from **Humana Active Outlook®**. See page 5 for details.

Once you've completed your advance directive/living will, go online to www.wvpeia.com and sign in to "Manage My Benefits" to complete your affidavit or call PEIA at 1-888-680-7342. Press extension 52608 to leave a message in our secure voicemail box with your name, address, social security number and a phone number in case we have questions. We will mail you an affidavit on the next business day.

All affidavits must be received no later than April 30, 2012, to receive the discount for all of Plan Year 2013.

Please remember, PEIA does not want a copy of your advance directive or living will. **Please DO NOT mail or fax a copy of your actual advance directive document to us.** All you must do to

receive the discount is complete the affidavit – either online or on paper – NOT BOTH, please.

2. **Tobacco-free Premium Discount.** PEIA continues to offer a premium discount on the Special Medicare Plan, the Medicare Advantage plan, and optional life insurance to retired policyholders who verify through a tobacco affidavit that all enrolled family members are tobacco-free. The tobacco-free premium discount is also offered to members of The Health Plan HMO. Tobacco-free plan members subtract \$25 from the premium for policyholder only coverage or \$50 from the Policyholder with non-Medicare Dependents or the Policyholder with Medicare Dependents premium.

To qualify for the Tobacco-free Preferred Premium for all of Plan Year 2013, you and all enrolled family members must have been tobacco-free by January 1, 2012. If your tobacco status has not changed, you do not need to complete a Tobacco Affidavit. We will assume your status has not changed from the last plan year. If your tobacco status has changed, you MUST submit a tobacco affidavit.

If your doctor certifies, on a form provided by the PEIA, that it is unreasonably difficult **due to a medical condition** for you to become tobacco-free or it is medically inadvisable for you to become tobacco free, PEIA will work with you for an alternative way to qualify for the tobacco-free discount. Send all such doctors' certifications and requests for alternative ways to receive the discount to: PEIA Discount Alternatives, 601 57th St., SE, Suite 2, Charleston, WV 25304-2345

On the following pages you'll find the premium charts listing the standard premiums. Use the calculator below the chart to find your discounted premium. Here's an example:

		Single Policyholder	Family Policyholder
Your standard monthly premium from the table:		\$77	\$127
Tobacco free? If yes,	Subtract \$25/single or \$50/family	-\$25	-\$50
Submit an Advanced directive/living will affidavit? If yes,	Subtract \$4	-\$4	-\$4
Total monthly premium including discounts		\$48	\$73

Humana Keeps Contract; Picks Up Drug Benefits

Beginning July 1, 2012, PEIA has contracted with Humana, Inc. to provide medical and prescription drug benefits to Medicare-eligible retired employees and Medicare-eligible dependents of retired employees through the Humana Medicare Advantage and Prescription Drug (MAPD) plan.

These benefits are for members whose primary insurance is Medicare, and the copayments and deductibles have not changed for Plan Year 2013. With Humana taking over the prescription drug benefits, we will have a new formulary beginning on July 1. Humana will notify anyone affected by the formulary change later this spring. PEIA has also made the decision that

Medicare Part D excluded drugs will no longer be covered under our plan. This does not affect drugs covered under Medicare Part B, which will continue as previously covered.

Benefits for Medicare Beneficiaries

Humana will provide MUCH more information to Medicare retirees, but here is a general overview of the medical benefits work for each Medicare beneficiary. If you have questions about your benefits, call Humana at 1-800-783-4599.

Service Description	Medicare Retiree Plan Year 2013 Benefit
Annual Medical Deductible	\$25
Primary Care Office Visit	\$10
Specialty Office Visit	\$20
Emergency Room	\$50
Hospital Inpatient care	\$100 per admission
Outpatient and Office Surgery	\$50
Other services (testing, etc)	\$0
Medical Out-Of-Pocket Maximum (includes \$25 medical deductible)	\$775
Prescription Drug Deductible	\$75
Generic Drugs Copayment	\$ 5
Preferred Drug Copayment	\$15
Non-preferred Drug Copayment	\$50
Specialty Drug Copayment	\$50
Prescription Drug Out-of-Pocket Maximum	\$1750

Medicare Retirees with non-Medicare Dependents

Medicare treats each Medicare beneficiary as an individual, and does not recognize “family” plans, which presents some unique challenges for PEIA when a family has both non-Medicare and Medicare members. In these cases, the non-Medicare family members have coverage with the PEIA PPB Plan A, while the Medicare beneficiary(ies) will receive benefits from the Humana MAPD plan.

If you are a Medicare retiree with non-Medicare dependents, then the Medicare policyholder will have a \$25 deductible and the \$750 out-of-pocket maximum shown in the chart above and the non-Medicare dependents will have coverage in PEIA PPB Plan A.

Remember, for non-Medicare family members, the family deductible is \$800, but as always, no individual in the family can meet more than half of the family deductible.

Open Enrollment is April 1-30

If you need to make changes in your coverage, now is the time! Visit www.wvpeia.com and click on the green Manage My Benefits button, or call Customer Service at 1-888-680-7342 for the necessary paper forms.

Medicare Retiree Health Insurance Premiums

Generally, health premiums for retired employees are based on the retired employee's years of active service as reported by the Consolidated Public Retirement Board. To determine your premium, find your years of service on the left side of the chart, then choose who will be covered across the top of the chart.

	Medicare Retired Policyholder Only	Medicare Retired Policyholder with non Medicare Dependents¹	Medicare Retired Policyholder with Medicare Dependents²
Unsubsidized Premium⁴	\$437	\$1,464	\$900
5 to 9 years	\$398	\$1,331	\$819
10 to 14 years	\$293	\$1,002	\$592
15 to 19 years	\$188	\$672	\$365
20 to 24 years	\$126	\$474	\$228
25 or more years³	\$84	\$342	\$139

¹ This premium rate assumes one person on Medicare. If you have more than one, subtract \$22 for each additional Medicare Member.

² This premium rate assumes two people on Medicare. If you have more than two, subtract \$22 for each additional Medicare Member.

³ These premium rates are also provided to all Medicare retirees who retired prior to July 1, 1997, to all Medicare surviving dependents and to all Medicare disability retirees.

⁴ This premium rate is provided to all employees hired on and after July 1, 2010. This rate represents the full premium with no subsidy from active employers or employees. Two classes of employees hired on and after July 1, 2010, will not be required to pay the unsubsidized rate: 1) Active employees who were originally hired before July 1, 2010, and who have a break in service of fewer than two years after July 1, 2010; and 2) retired employees who retired before July 1, 2010, come back to active service after July 1, 2010, and then go back into retirement. In those cases, the original hire date will apply.

Did You Remember Your Discounts?

As you read on page 1, PEIA is offering two discounts on health premiums this year. If you qualify, you can subtract these discounts from the premiums printed above. Use this chart to calculate your monthly health premium.

Your standard monthly premium from table above:		
Tobacco free? If yes,	Subtract \$25/single or \$50/family	
Submit an Advanced directive/living will affidavit? If yes,	Subtract \$4	
Total monthly premium including discounts		

Income-based Premiums for Medicare Parts B & D

Medicare will continue to calculate higher monthly Medicare Part B (medical insurance) and Medicare Part D (prescription drug) premiums for enrollees who have a higher income. Higher-income beneficiaries will pay higher premiums for Part B and prescription drug coverage.

To determine if you will pay higher premiums, Social Security will use your most recent federal tax return information. If you must pay higher premiums, they will use a sliding scale to make the adjustments. They will base the sliding scale on your modified adjusted gross income (MAGI).

Your MAGI is the total of your adjusted gross income and tax-exempt interest income. Social Security will notify you if you have to pay more than the standard premium. Whether you pay the standard premium or a higher premium can change each year depending on your income. If you have to pay a higher amount for your Part B premium and you disagree (even if you get RRB benefits), call Social Security at 1-800-772-1213. TTY users should call 1-800-325-0778.

You can also view the fact sheet "Medicare Part B Premiums: Rules For Beneficiaries With Higher Incomes" by visiting www.socialsecurity.gov.

PEIA is bringing this to your attention because it may affect the premium you pay for PEIA's Medicare Advantage and Prescription Drug Plan, which includes a premium for your Medicare Part D (prescription drug) coverage.

It's Open Enrollment Time

Continued from page 1

If you need to make changes in your coverage, now is the time! Visit www.wvpeia.com and click on the green Manage My Benefits button, or call Customer Service at 1-888-680-7342 for the necessary paper forms.

Any changes you make during Open Enrollment will take effect on July 1, 2012. If you need changes effective before that date, you must have a "Qualifying Event." If you're not sure about your changes, contact Customer Service. Our staff can help you with this process.

Need answers?

Here's who you need to call:

Humana

Answers to questions about eligibility, health claims, benefits, prescriptions and claim appeals
Humana, Inc. -- 1-800-783-4599

Mountaineer Flexible Benefits

Dental and vision insurance
Fringe Benefits Management Company
1-800-342-8017 or on the web at www.myfbmc.com

Life Insurance

Basic, optional and dependent life insurance claims and questions
Minnesota Life -- 1-800-203-9515

LifeKeeper Advance Care Planning Guide from Humana Active Outlook®

New and improved, just for Humana Medicare members!

Give yourself and your family peace of mind. **LifeKeeper** will help guide you through important life choices. When you're done, you'll have a plan for the future – and your loved ones will know where to find all your important information.

LifeKeeper includes:

1. *Getting Organized* – Learn how to get your important personal, financial, and health information in order.
2. *Your Health, Your Life* – Write down your health history, your personal contacts, and your funeral wishes.
3. *Planning for the Future* – Understand end-of-life choices and fill out an advance directive. You can earn a monthly \$4 premium discount from Humana.

Humana Members, order your guide today at no extra cost:

1. Call **1-866-777-1269** (TTY: **711**), Monday through Friday, 8 a.m. to 8 p.m. Eastern time
2. Order through *GreatDeals!* on **HumanaActiveOutlook.com**

Benefit News from Minnesota Life

New Legal Services Program

This program offers insureds, active or retired, and their families a place to turn for support when faced with legal questions or issues. Access a national network of 22,000+ accredited attorneys for consultation on simple wills, estate planning documents and other legal issues.

What resources are available?

- Will preparation
- Power of attorney services
- Review of legal documents
- Referrals to local attorneys and mediators
- Unlimited telephonic general legal information
- Free 30-minute telephonic or face-to-face consultation for each unique legal issue
- Access to online library of legal resources, guides and forms on LifeWorks.com

Can I continue services after the initial free consultation?

You may retain your network attorney and receive a 25 percent discount off the normal hourly rate. You are not obligated to retain your attorney, and if you don't feel comfortable with whom you were originally matched, you may request a referral to another attorney in your area.

Who can access these services?

All insureds covered under the group life insurance program and their spouses and dependent children.

No additional premium or enrollment is required. Just access these services as you need them.

Basic Life Rates Climb Again

We are in the final year of a three-year plan for separating the active employee and retiree life insurance premiums. Implemented in July 2010, the plan has increased retired employees' basic and optional life premiums for the past two plan years.

The final round of planned increases will take place on July 1, 2012, when we expect to reach the point where retiree premiums support their life insurance experience.

If you have basic and/or optional life insurance, and do not want to pay the increased premiums,

you have the right to cancel or decrease your coverage at any time. If you choose not to keep this coverage, you may drop it during Open Enrollment, but if you drop it, you cannot pick it back up later. If you want to decrease or cancel your coverage, call PEIA at 1-888-680-7342 for the forms.

Retired employees are not required to have Basic Life insurance to have health coverage; however, you must maintain your Basic Life if you wish to have optional or dependent life insurance.

You will find the Plan Year 2013 premiums below and on the following page. These are the premiums effective July 1, 2012.

Basic Life Insurance Premiums

Retired Employee's Basic Life Monthly Premium	
Under age 67 -- \$5,000	\$12.40
Age 67 and over -- \$2,500	\$6.20

Dependent Life Insurance Premiums

Retiree Dependents Life Insurance Rates 2013	
Plan 1 (\$5,000 Spouse/\$2,000 child)	\$7.32
Plan 2 (\$10,000 Spouse/\$4,000 child)	\$14.62
Plan 3 (\$15,000 Spouse/\$7,500 child)	\$21.98
Plan 4 (\$20,000 Spouse/\$10,000 child)	\$29.30

Remember, the policyholder is always the beneficiary of the Dependent life insurance.

Keep Your Beneficiary Up to Date

If you've had a change in your life recently, it might be time to update your beneficiary information.

You may change your life insurance beneficiary(ies) at any time using our Manage My Benefits system. Go to www.wvpeia.com and click on the green Manage My Benefits button. When you name your beneficiaries online, you have access to that information any time.

You can also use a Change of Beneficiary form. To request one, contact PEIA's customer service unit at 1-888-680-7342.

Retiree Optional Life Insurance Premiums: Tobacco Free*

	Plan 1		Plan 2		Plan 3		Plan 4		Plan 5	
Age	Amount of Coverage	Monthly Premium								
Under 30	\$5,000	\$0.40	\$10,000	\$0.80	\$15,000	\$1.20	\$20,000	\$1.60	\$30,000	\$2.40
30-34	\$5,000	\$0.50	\$10,000	\$1.00	\$15,000	\$1.50	\$20,000	\$2.00	\$30,000	\$3.00
35-39	\$5,000	\$0.50	\$10,000	\$1.00	\$15,000	\$1.50	\$20,000	\$2.00	\$30,000	\$3.00
40-44	\$5,000	\$0.90	\$10,000	\$1.80	\$15,000	\$2.70	\$20,000	\$3.60	\$30,000	\$5.40
45-49	\$5,000	\$1.20	\$10,000	\$2.40	\$15,000	\$3.60	\$20,000	\$4.80	\$30,000	\$7.20
50-54	\$5,000	\$2.00	\$10,000	\$4.00	\$15,000	\$6.00	\$20,000	\$8.00	\$30,000	\$12.00
55-59	\$5,000	\$3.30	\$10,000	\$6.60	\$15,000	\$9.90	\$20,000	\$13.20	\$30,000	\$19.80
60-64	\$5,000	\$4.80	\$10,000	\$9.60	\$15,000	\$14.40	\$20,000	\$19.20	\$30,000	\$28.80
65-69	\$3,250	\$5.46	\$6,500	\$10.92	\$9,750	\$16.38	\$13,000	\$21.84	\$19,500	\$32.76
70 & Over	\$2,500	\$11.70	\$5,000	\$23.40	\$7,500	\$35.10	\$10,000	\$46.80	\$15,000	\$70.20
	Plan 6		Plan 7		Plan 8		Plan 9		Plan 10	
Age	Amount of Coverage	Monthly Premium								
Under 30	\$40,000	\$3.20	\$50,000	\$4.00	\$75,000	\$6.00	\$100,000	\$8.00	\$150,000	\$12.00
30-34	\$40,000	\$4.00	\$50,000	\$5.00	\$75,000	\$7.50	\$100,000	\$10.00	\$150,000	\$15.00
35-39	\$40,000	\$4.00	\$50,000	\$5.00	\$75,000	\$7.50	\$100,000	\$10.00	\$150,000	\$15.00
40-44	\$40,000	\$7.20	\$50,000	\$9.00	\$75,000	\$13.50	\$100,000	\$18.00	\$150,000	\$27.00
45-49	\$40,000	\$9.60	\$50,000	\$12.00	\$75,000	\$18.00	\$100,000	\$24.00	\$150,000	\$36.00
50-54	\$40,000	\$16.00	\$50,000	\$20.00	\$75,000	\$30.00	\$100,000	\$40.00	\$150,000	\$60.00
55-59	\$40,000	\$26.40	\$50,000	\$33.00	\$75,000	\$49.50	\$100,000	\$66.00	\$150,000	\$99.00
60-64	\$40,000	\$38.40	\$50,000	\$48.00	\$75,000	\$72.00	\$100,000	\$96.00	\$150,000	\$144.00
65-69	\$26,000	\$43.68	\$32,500	\$54.60	\$48,750	\$81.90	\$65,000	\$109.20	\$97,500	\$163.80
70 & Over	\$20,000	\$93.60	\$25,000	\$117.00	\$37,500	\$175.50	\$50,000	\$234.00	\$75,000	\$351.00

* To qualify for the Tobacco-free Preferred Premium for all of Plan Year 2013, the policyholder must have been tobacco-free by January 1, 2012. If your tobacco status has not changed, you do not need to complete a Tobacco Affidavit. We will assume your status has not changed from the last plan year. If your tobacco status has changed, you MUST submit a tobacco affidavit. The affidavit is available online at www.wvpeia.com under Forms and Downloads, or you may call 1-888-680-7342 to request a copy.

Retiree Optional Life Insurance Premiums: Tobacco User

	Plan 1		Plan 2		Plan 3		Plan 4		Plan 5	
Age	Amount of Coverage	Monthly Premium								
Under 30	\$5,000	\$0.50	\$10,000	\$1.00	\$15,000	\$1.50	\$20,000	\$2.00	\$30,000	\$3.00
30-34	\$5,000	\$0.70	\$10,000	\$1.40	\$15,000	\$2.10	\$20,000	\$2.80	\$30,000	\$4.20
35-39	\$5,000	\$0.90	\$10,000	\$1.80	\$15,000	\$2.70	\$20,000	\$3.60	\$30,000	\$5.40
40-44	\$5,000	\$1.40	\$10,000	\$2.80	\$15,000	\$4.20	\$20,000	\$5.60	\$30,000	\$8.40
45-49	\$5,000	\$2.10	\$10,000	\$4.20	\$15,000	\$6.30	\$20,000	\$8.40	\$30,000	\$12.60
50-54	\$5,000	\$3.60	\$10,000	\$7.20	\$15,000	\$10.80	\$20,000	\$14.40	\$30,000	\$21.60
55-59	\$5,000	\$5.60	\$10,000	\$11.20	\$15,000	\$16.80	\$20,000	\$22.40	\$30,000	\$33.60
60-64	\$5,000	\$7.50	\$10,000	\$15.00	\$15,000	\$22.50	\$20,000	\$30.00	\$30,000	\$45.00
65-69	\$3,250	\$7.80	\$6,500	\$15.60	\$9,750	\$23.40	\$13,000	\$31.20	\$19,500	\$46.80
70 & Over	\$2,500	\$17.20	\$5,000	\$34.40	\$7,500	\$51.60	\$10,000	\$68.80	\$15,000	\$103.20
	Plan 6		Plan 7		Plan 8		Plan 9		Plan 10	
Age	Amount of Coverage	Monthly Premium								
Under 30	\$40,000	\$4.00	\$50,000	\$5.00	\$75,000	\$7.50	\$100,000	\$10.00	\$150,000	\$15.00
30-34	\$40,000	\$5.60	\$50,000	\$7.00	\$75,000	\$10.50	\$100,000	\$14.00	\$150,000	\$21.00
35-39	\$40,000	\$7.20	\$50,000	\$9.00	\$75,000	\$13.50	\$100,000	\$18.00	\$150,000	\$27.00
40-44	\$40,000	\$11.20	\$50,000	\$14.00	\$75,000	\$21.00	\$100,000	\$28.00	\$150,000	\$42.00
45-49	\$40,000	\$16.80	\$50,000	\$21.00	\$75,000	\$31.50	\$100,000	\$42.00	\$150,000	\$63.00
50-54	\$40,000	\$28.80	\$50,000	\$36.00	\$75,000	\$54.00	\$100,000	\$72.00	\$150,000	\$108.00
55-59	\$40,000	\$44.80	\$50,000	\$56.00	\$75,000	\$84.00	\$100,000	\$112.00	\$150,000	\$168.00
60-64	\$40,000	\$60.00	\$50,000	\$75.00	\$75,000	\$112.50	\$100,000	\$150.00	\$150,000	\$225.00
65-69	\$26,000	\$62.40	\$32,500	\$78.00	\$48,750	\$117.00	\$65,000	\$156.00	\$97,500	\$234.00
70 & Over	\$20,000	\$137.60	\$25,000	\$172.00	\$37,500	\$258.00	\$50,000	\$344.00	\$75,000	\$516.00



Public Employees Insurance Agency

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Have Questions about Your Benefits?

Come speak to someone face to face at a Benefit Fair. You'll find representatives of PEIA, Humana, Mountaineer Flexible Benefits and Minnesota Life all in one place!

Whether it's questions about eligibility, enrollment, medical claims, prescription benefits, life insurance or your flexible benefits, you can get all your answers in one stop. Here's where you'll find us:

Date	City/Time	Location	Address
Monday, 04/02/2012	Charleston (3:00 – 6:00)	Charleston Civic Center Parlor A	200 Civic Center Drive
Tuesday, 04/03/2012	Parkersburg (3:00 -7:00)	Comfort Suites of Parkersburg South	167 Elizabeth Pike, Mineral Wells
Wednesday, 04/04/2012	Martinsburg (3:00 – 7:00)	Holiday Inn	300 Foxcroft Avenue
Thursday, 04/05/2012	Morgantown (3:00 – 7:00)	Ramada Inn	I-68 Exit 1, US 119 N.
Monday, 04/09/2012	Wheeling (3:00 – 7:00)	Northern Community College	Market Street
Tuesday, 04/10/2012	Beckley (3:00 – 7:00)	Tamarack Conference Center Board Room	One Tamarack Park
Thursday, 04/12/2012	Huntington (3:00 – 7:00)	Holiday Inn Civic Arena	800 Third Avenue