

MVUSD RETIREMENT HEALTHCARE OPTIONS

Presented by MVUSD Benefits Team



AGENDA

Overview of Retirement Offboarding

Benefit Continuation Timeframe

District Contribution Eligibility

Moving Out-of-State

Timeline



RETIREMENT: WHERE TO START?

CalSTRS & CalPERS

- Monthly Pension
- 90 days before retirement, if possible
- Virtual and On-site Appointments

Human Resources

- Certificated- Daniel Baldwin
- Classified- Craig Frame
- Classified: HR Certifies Unused Sick Time

Payroll

- Vacation payout (if applicable)
- Unused Sick Time
- CalSTRS Express Benefits Report

Benefits

- Retirement Benefits
- COBRA Options
- Keenan Direct or Covered California

****2% Early-Tell Deadline extended 2/28/25****

BENEFIT OPTIONS IN RETIREMENT

- Continue MVUSD Benefits WITH district contribution
- Continue MVUSD Benefits WITHOUT district contribution
- COBRA Continuation
- Out-of-State Options



TO QUALIFY FOR A DISTRICT CONTRIBUTION

CLASSIFIED (ARTICLE 7.6)

- **Full-time Bargaining Members:**
 - Between the ages of 55 and 65 at the time of retirement
 - If hired before 7/1/2009 (7.6.1.a): 10 years of service with the district
 - If hired after 7/1/2009 (7.6.1.b): 15 years of service with the district
- **Part-time members (7.6.3):** Between the ages of 55 and 65, 15 years of service and “participated in the District’s H&W plan continuously for the immediate 24 months preceding retirement” eligible for pro-rated contribution

CERTIFICATED (ARTICLE 7.7)

- **Full-time Bargaining Members:**
 - Between the ages of 55 and 65 at the time of retirement
 - If hired before 7/1/2009: 10 years of service with the district
 - If hired after 7/1/2009: 15 years of service with the district
- **Full-time Definition (Appendix G, Page 1):** A bargaining unit employee who works at least 75% of the contracted work year

Currently Enrolled MVUSD Medical or Dental, Vision & Life Insurance





I'M QUALIFIED... NOW WHAT?

- “The District will pay the equivalent of the lowest non-catastrophic HMO medical premium (employee only) towards the cost of a H&W package as it exists in the year of retirement...” for 5 years or until the member attains Medicare eligibility (age 65); Whichever comes first. (CSEA Labor Union Agreement)
- **Translation:**
 - District Contribution is frozen in the year in which you retire (based on renewals)
 - District Contribution does not change but **healthcare rates** will fluctuate each year
 - Medicare begins 1st of the month in which you turn 65 (Unless born on the 1st)
 - Choose any health plan (and add dependents, if needed) and apply this district contribution towards the monthly cost; retiree pays the monthly difference





Disclaimer

ILLUSTRATED RATES ARE **ESTIMATES** ONLY;
BASED ON 2024/2025 SCHOOL YEAR

2025/2026 Rates will be available in April/May 2025

UNDERSTANDING THE BREAKDOWN...

EMPLOYEE ONLY MEDICAL, EMPLOYEE + ONE DENTAL, DECLINED VISION

Kaiser HMO25	EE Only	\$	833.00
Anthem Dental	EE + One	\$	69.42
EyeMed Vision	Declined	\$	-
District Contribution		\$	(699.42)
Employee Monthly Total		\$	203.00

****Estimates based on 24/25 Rates****

- District contribution is frozen to your retirement year
- Healthcare rates still fluctuate- plan ahead!
 - 25/26 Projected Increase 6.2%
 - $\$833 \times 6.2\% = \51.65
 - $\$833 + \$51.65 = \$884.65$
 - $\$884.65 + \$69.42 = \$954.07$
 - $\$954.07 - \$699.42 = \$254.65$
- Retirement healthcare is not bundled- can pick and choose which benefit



MONTHLY COST EXAMPLE: KAISER HMO25

Kaiser HMO25	EE Only	\$ 833.00
Delta PPO	EE Only	\$ 51.42
EyeMed Vision	EE Only	\$ 7.69
District Contribution		\$ (699.42)
Employee Monthly Total		\$ 192.69

Kaiser HMO25	EE + One	\$ 1,664.63
Delta PPO	EE + One	\$ 102.84
EyeMed Vision	EE + One	\$ 15.38
District Contribution		\$ (699.42)
Employee Monthly Total		\$ 1,083.43

Kaiser HMO25	EE + Family	\$ 2,354.89
Delta PPO	EE + Family	\$ 151.69
EyeMed Vision	EE + Family	\$ 22.69
District Contribution		\$ (699.42)
Employee Monthly Total		\$ 1,829.85

****Estimates based on 24/25 Rates****



MONTHLY COST EXAMPLE: KAISER DHMO500

EMPLOYEE ONLY MEDICAL, DENTAL AND VISION

Kaiser DHMO500 EE Only	\$	699.42
Delta Incentive EE Only	\$	51.66
EyeMed Vision EE Only	\$	7.69
District Contribution	\$	(699.42)
Employee Monthly Total	\$	59.35

EMPLOYEE + SPOUSE MEDICAL, DENTAL AND VISION

Kaiser DHMO500 EE + One	\$	1,397.50
Delta Incentive EE + One	\$	103.32
EyeMed Vision EE + One	\$	15.38
District Contribution	\$	(699.42)
Employee Monthly Total	\$	816.78

****Estimates based on 24/25 Rates****



MONTHLY COST EXAMPLE: ANTHEM HMO30

EMPLOYEE ONLY MEDICAL, DENTAL AND VISION

EMPLOYEE + SPOUSE MEDICAL, DENTAL AND VISION

Anthem HMO30	EE Only	\$	806.10
Anthem Dental	EE Only	\$	34.76
EyeMed Vision	EE Only	\$	7.36
District Contribution		\$	(699.42)
Employee Monthly Total		\$	148.80

Anthem HMO30	EE + One	\$	1,612.20
Anthem Dental	EE + One	\$	69.52
EyeMed Vision	EE + One	\$	15.38
District Contribution		\$	(699.42)
Employee Monthly Total		\$	997.68

****Estimates based on 24/25 Rates****



MONTHLY COST EXAMPLE: ANTHEM HSA/MVP

EMPLOYEE ONLY MEDICAL, EMPLOYEE + ONE DENTAL AND VISION

Anthem HSA 1600	Employee Only	\$	1,036.14
Delta Dental	EE + One	\$	102.84
EyeMed Vision	EE + One	\$	15.38
District Contribution		\$	(699.42)
Employee Monthly Total		\$	454.94

Anthem MVP	EE Only	\$	446.31
Delta Dental	EE + One	\$	102.84
EyeMed Vision	EE + One	\$	15.38
District Contribution		\$	(699.42)
Employee Monthly Total		\$	-

EMPLOYEE + ONE MEDICAL, DENTAL AND VISION

Anthem HSA 1600	EE + One	\$	2,072.28
Delta Dental	EE + One	\$	102.84
EyeMed Vision	EE + One	\$	15.38
District Contribution		\$	(699.42)
Employee Monthly Total		\$	1,491.08

Anthem MVP	EE + One	\$	937.25
Delta Dental	EE + One	\$	102.84
EyeMed Vision	EE + One	\$	15.38
District Contribution		\$	(699.42)
Employee Monthly Total		\$	356.05

****Estimates based on 24/25 Rates****



FREQUENTLY ASKED QUESTIONS....

Q: What happens if I retire at age 57 and only have the district contribution for 5 years? Is there a gap in insurance?

A: No, after 5 years you lose the district contribution but can continue benefits until you turn 65- you just pay the full cost of those benefits

Q: My spouse will turn 65 two years after I retire, can I remove them?

A: Yes, you can make a change mid-year as a qualifying life event and move to an “employee only” rate (within 30 days)





FREQUENTLY ASKED QUESTIONS....

Q: My spouse will continue to work and has benefit options... If I enroll on my spouse's benefits plan, do I get a check each month from the district?

A: No monthly check, but you can direct those monies into a Health Reimbursement Account (HRA) and use them for qualified healthcare expenses for you and your dependents. (See Slide 21.)

Q: How do I make a payment for my healthcare benefits, does it come out of my CalPERS/CalSTRS?

A: No, this is a monthly payment that is made to "MVUSD" through a personal check or money order. Or some retirees will set up an online bill-pay through their bank. Payments are due by the 10th of the month.

Side Note: We are working with CalPERS/CalSTRS on this functionality- more to come!



BENEFITS WITHOUT A DISTRICT CONTRIBUTION

COST EXAMPLE

LABOR UNION AGREEMENT

- “Full-time bargaining members who are at least fifty-five (55) years of age and have at least five (5) years of service” can purchase a health and welfare package at the retiree rates
- Can maintain this coverage until retiree reaches age 65
- Not Bundled: Pick and choose benefit options

Anthem DHMO500	EE Only	\$	721.17
Anthem Dental	EE Only	\$	34.76
EyeMed Vision	EE Only	\$	7.38
District Contribution		\$	-
Employee Monthly Total		\$	763.31

Kaiser MVP	EE Only	\$	515.60
Delta PPO	EE + One	\$	102.84
EyeMed Vision	EE + One	\$	15.38
District Contribution		\$	-
Employee Monthly Total		\$	633.82



FREQUENTLY ASKED QUESTIONS....

Q: I found other (cheaper) insurance; can I cancel my benefits mid-year?

A: Yes, coverage can be cancelled mid-year, typically the first of the month following the request. Coordinate with Benefits Team.

Q: What if I need to make changes to my benefit elections?

A: As a Retiree or COBRA participant, you have Open Enrollment options before each school year- check email for enrollment dates. (Typically late-April)





COBRA CONTINUATION

- Employees who are not yet age 55 or have less than 5 years of service with the district
- Keeps current coverage but costs **A LOT**
 - Kaiser: Super Composite Rates apply
 - Anthem: Tiered Rates available
- COBRA Continuation for 18 months under Federal Statute
 - Additional 18 months of CalCOBRA for medical Kaiser and Anthem HMO Only
 - Increased cost for CalCOBRA
 - Dependents are eligible for 36 months

We are your advocate and offer enrollment assistance and expert guidance, FREE of charge.

✓ Full Suite of Individual & Family Plans

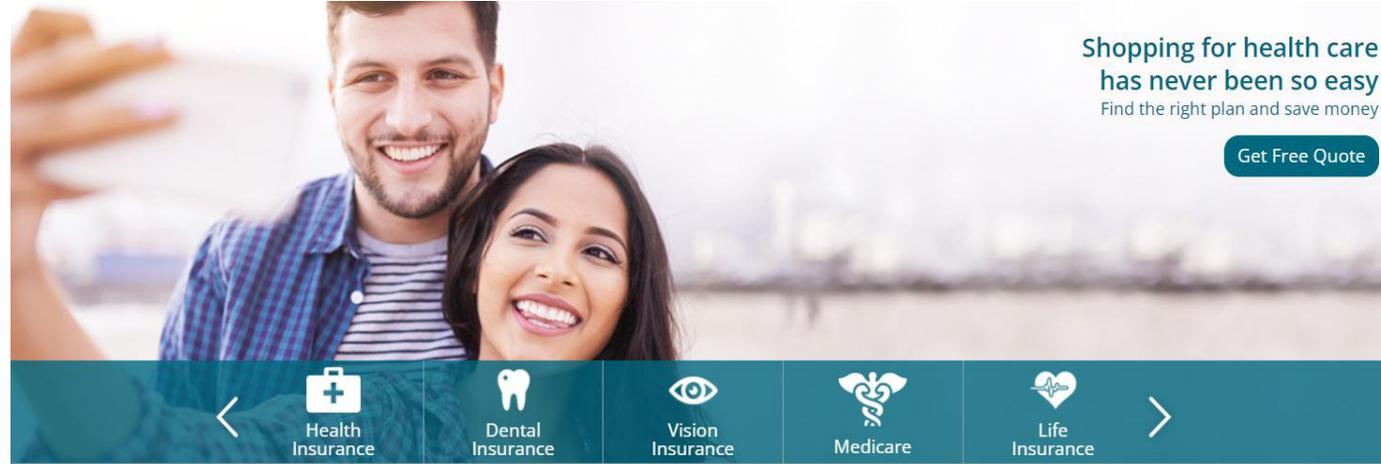
- Health
- Dental
- Vision
- Life
- Accident
- Cancer
- Medicare Options
- Small business health plans

✓ Access to major California carriers and health plans, including Covered California

✓ Subsidy eligibility and calculation – Find out if you qualify for tax credits

Do you identify with one of these situations?

- Part time, seasonal or temporary employee
- Early retiree
- COBRA participant
- Have a family member or friend without access to employer-sponsored benefits
- Know an individual reaching age 26 who is no longer eligible under their parent's plan



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MOVING OUT OF CALIFORNIA?

- Out-of-State PPO or HRA options
- Southern California “Bubble”- Kaiser and Anthem HMO plans can only be used for urgent or emergency care situations
- Timing Issue? Elect a “local” option and then change mid-year with a qualifying life event



Out-of-State Healthcare Examples

Out of State Employee Only			
Anthem OOS Plans	MVP 5900	HSA 1600	HSA3000
	\$468.64	\$1,084.93	\$987.67
Delta Incentive	\$51.66	\$51.66	\$51.66
Vision	\$7.69	\$7.69	\$7.69
District contribution	-\$699.42	-\$699.42	-\$699.42
Employee monthly total	\$0.00	\$444.86	\$347.60

Out of State Employee + Spouse			
Anthem OOS Plans	MVP 5900	HSA 1600	HSA3000
	\$937.28	\$2,169.86	\$1,975.34
Delta Incentive	\$103.32	\$103.32	\$103.32
Vision	\$15.38	\$15.38	\$15.38
District contribution	-\$699.42	-\$699.42	-\$699.42
Employee monthly total	\$356.56	\$1,589.14	\$1,394.62



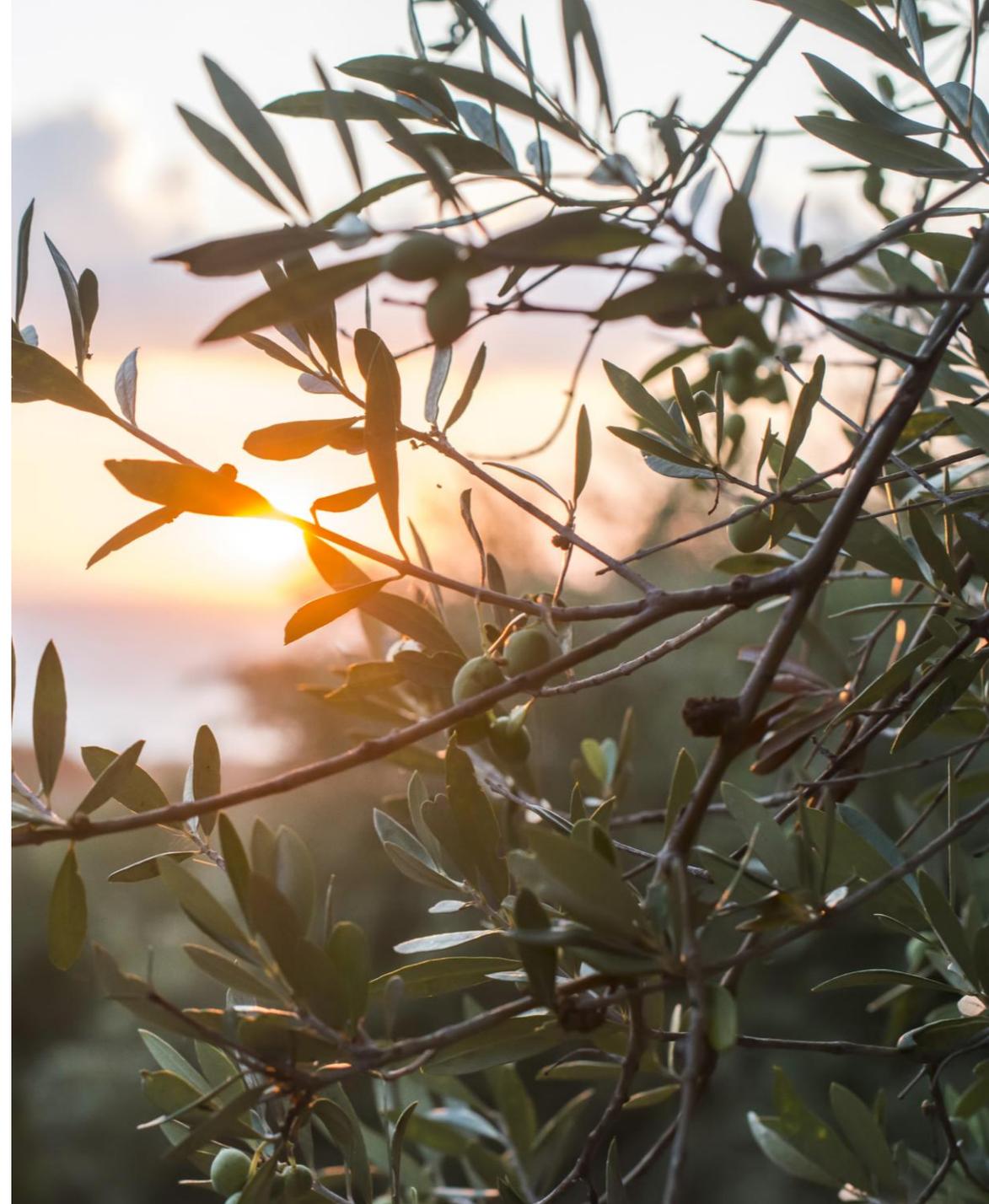


HEALTH REIMBURSEMENT ACCOUNT (HRA)

- Decline MVUSD Benefits
- Monthly Contribution goes into HRA and can be used for qualified healthcare cost for you and your dependents
- Monthly Cost: \$8/month
- Can **NEVER** re-enroll in MVUSD benefits- even if you lose alternative coverage
- Earns nominal interest and account monies roll over year to year
- Premium Reimbursement Options
 - Marketplace Exchange Complexity (IRS)

ALREADY AGE 65 AT THE TIME OF RETIREMENT?

- Labor Union agreement only allows for MVUSD benefits through age 65
- Eligible for COBRA continuation (typically Medicare is a cheaper option)
- Can elect Dental and Vision for 18 months
- Need Personalized Medicare Counseling?
 - HICAP (Health Insurance Counseling and Advocacy Program)
 - Riverside County 909-256-8369
 - <https://www.coasc.org/programs/hicap/>
- Missed the Medicare Webinar?
 - [Click HERE](#) to view
 - Password: 5k4\$0cM!



UPCOMING TIMELINE

Early-Tell Incentive
deadline February
28th at 5pm

March 2025: Contact
CalPERS/CalSTRS at
least 90 days prior to
retirement

May 2025: New rates
are available in **late**
April- Benefits team
will send out Retiree
Calculation (*June
2025 might work
better!*)

Retiree Benefits
Begin 7/1/2025



Early-Tell Incentive

CalPERS/CalSTRS

Finalize Benefits

Benefits Begin

New Adventure!





QUESTIONS?

TO SCHEDULE AN APPOINTMENT
EMAIL

BENEFITS@MURRIETA.K12.CA.US

VIEW THIS PRESENTATION AGAIN
USING THE QR CODE BELOW

