



PERALTA BENEFITS – EVERYONE

Published by the PCCD Benefits Office

333 East 8th Street Oakland, CA 94605 - December 2011

January & February Workshops Sponsored by the Peralta District Benefits Office—Save the Dates

All Staff, Faculty and Retirees are Welcome to Attend!

| Date | Time | Topic | Location |
|-----------------------------|--------------|--|---------------------|
| Tuesday, January 17, 2012 | 12:30—1:30 | Tax-Deferred Planning-why invest in this market? | District Board Room |
| Tuesday, January 17, 2012 | 1:30—2:30 | Long-Term Care- what is this voluntary benefit? | District Board Room |
| Tuesday, January 17, 2012 | 1:30—2:30 | Part-Time Faculty Open Enrollment Benefits-enroll now for the spring semester-what are your options? | District Lunch Room |
| Thursday, January 19, 2012 | 1:00—2:00 | Tax-Deferred Planning-why invest in this market? | BCC –Room 34 |
| Thursday, January 19, 2012 | 2:00– 3:00 | Long-Term Care- what is this voluntary benefit? | BCC –Room 34 |
| Thursday, January 19, 2012 | 3:00- 4:00 | Planning For Retirement-what every Peralta retiree should know. | BCC –Room 34 |
| Wednesday, February 1, 2012 | 10:00– 12:00 | Special Medicare Coordination Workshop for Retirees & Eligible dependents | District Board Room |

Special Medicare Coordination Workshops for Peralta Retirees & Eligible Dependents-Wednesday, February 1, 2012.

Join us for a special Medicare Coordination workshop for retirees, spouses, caretakers to answer questions and initiate enrollment into federal Medicare programs. **If** you are:

- Retired from Peralta; and
- Either you and/or your eligible covered-dependents is/are over 65; and
- Not enrolled in Medicare A & B.

Then, attend the special workshop where we provide personal assistance intended to establish your Peralta *wrap-around* medical group insurance.

Representatives from Medicare, Social Security, CoreSource and Kaiser Senior Advantage will be on-hand to:

- Initiate on-the-spot enrollment into Medicare A & B.
- Initiate on-the-spot Kaiser Senior Advantage Plan enrollment.
 - Explain the dental benefit with the Kaiser Senior Advantage plan.
- Assist with applying for reimbursement of Medicare A & B premiums paid.

403(b) Plan Administrative Changes-Annual Notice-Workshops Available:

Effective December 2011, we have a new administrator of the tax-deferred 403(b) and 457 transactions.

The following transactions and/or other actions requiring District or Plan sponsor signature should be routed to our agent, Mid-America:

- * Plan Contributions * Contract Exchanges * Loans * Distributions * Rollovers

Forward Salary Reduction Agreements for 457 and 403(b) Plan participation directly to:

MidAmerica

211 East Main Street, Suite 100

Lakeland, Fl 33804

Fax: 863 688 4466

Phone: 866 873 4240

You are receiving this notice because you are either an active employee who can participate in our tax-deferred plan or you are a retired employee who may have plan assets which may require a District signature in the future. Attend a workshop to learn more about investment strategies or to hear about administrative updates.

New for 2012:Long-Term Care

We are exploring offering Long-Term Care as a voluntary benefit available to our community. All are welcome to attend informational workshops (per the schedule above) to find out:

- What is long-term care? Who does it benefit?
- Considerations of participating in this voluntary program?
- What are the costs and service considerations of participating in this voluntary program?



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Medicare Enrollment Window January 1—March 31, 2012

If you are retired from Peralta, and have not enrolled in Medicare parts A & B, now is the time to enroll. You have from January 1, 2012 until March 31, 2012 to enroll for a Medicare effective date of July 1, 2012. Why do you want to enroll in Medicare?

1. Enrolling allows the District to provide the *wrap-around* coverage referenced in the collective bargaining agreements and as agreed to by our business partners.
 2. The District will reimburse your monthly premiums paid for the coverage (including late fees).
- Attend a special workshop on Wednesday, February 1, 2012 in the District Board Room from 10:00am—12:00pm. District Benefits Staff, Medicare, Kaiser and CoreSource representatives, will be available to assist you to initiate in on-the-spot enrollment.

Medicare A & B Premium Reimbursements

- Effective January 1, 2012, Medicare Premium Reimbursements will occur on a monthly basis, provided that documentation is on file.
- Effective March 2012, monthly reimbursements will only be made via direct deposit to the account designated by the retiree and/or their eligible dependent.

Medicare D: Is signing up and paying for an individual prescription drug program necessary? Don't sign up for an individual plan without considering what you already have in effect with Peralta as a retiree !!

If you are considering joining a drug benefit plan outside of your retiree prescription plan with Peralta, then you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. PCCD has determined that the prescription drug coverage offered by Kaiser and CoreSource are, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

Highlights of the 2012 Medicare Prescription Drug Benefit:

Minimal monthly premium (varies depending on the plan you choose)

- \$320 annual deductible
- Medicare will cover approximately 75% of the drug cost up to \$2,930 (annually).
- Any costs between the \$2,930 and \$4,700 are paid for by employee or retiree with the following discounts: 50% for brand name drugs and 14% discount for generic drugs.
- When an employee drug bill exceeds \$4,700 Medicare will cover approximately 95% of any costs above that ceiling.

Medicare, Kaiser and Caremark Comparison for PCCD Retirees- Excerpt from Sept. 2011 Open Enrollment Announcement

| Benefits | Medicare Part D | Kaiser | Caremark <small>(through CoreSource medical coverage)</small> |
|------------|-----------------|-------------|--|
| Co-pay | 25% | \$1 - \$15* | \$1 |
| Deductible | \$320 | None | None |

*Co-pays are based on formulary determination and whether or not mail order is used.

*The District reimburses co-pays in accordance with prevailing Collective Bargaining Agreements.

Special notice to retirees on Medicare and currently enrolled in the District's self-funded plan currently administered by CoreSource in conjunction with the Anthem Blue Cross Network.

As part of its expanded service to the District, CoreSource will now automatically bill Medicare prior to paying claims for our Medicare-eligible retirees and dependents. This coordination is known as cross-over. With crossover services,

1. Medicare will pay its portion first, then the District will adjudicate the rest.
2. We will reduce the possibility of provider overpayments.
3. The District and the Medicare participant will take advantage of electronic resources currently in use by our business affiliates for expedient and accurate claims payments to providers.