

LEHB 2024



One of the Biggest Concerns for Retirees!



- How do I continue quality medical coverage?
- How will I pay for it?
- Getting older brings higher:
 - Medical usage
 - Prescription usage





- **5 YEARS MEDICAL COVERAGE FROM FOP CONTRACT**
- **SHOULD I CONVERT SICK TIME TO EXTEND COVERAGE OR SELL TO RECEIVE A CHECK?**
- **DO YOU QUALIFY FOR MEDICARE?**
 - **SPOUSE**
 - **AGE DIFFERENCE**



Retiree Worksheet

Medicare Begins at 65 Unless Disabled

	You	Spouse
Do you qualify for Medicare?		
How old are you?		
How many years away from 65 years old and Medicare eligible?		
Will you have a gap in coverage?		
How are you going to pay for full medical coverage until you become Medicare eligible?		

The Medical Gap!

How will you pay for it?

	Retiree	Spouse
Retire	55 years old	53 years old
City five years	60 years old	58 years old
Gap	5 years	7 years
The Medical Gap		
Medicare 65 Years IF YOU QUALIFY!		

HOW WILL YOU COVER THE “MEDICAL GAP”?

Your Main Goals



First Goal

- At a minimum ensure you convert enough sick time to continue LEHB's medical coverage until you and your spouse become Medicare Eligible.

Second Goal

- Suggest you convert the maximum amount of your sick time to ensure LEHB level of coverage well into Medicare even though Medicare pays primary. * You will enjoy the same benefits you have been receiving throughout your career. The same benefits as an active Police Officer.

***However, you must ensure to reserve enough Sick, Vacation or Holiday time to cover the taxes which will be taken out of your "buy out" check.**



Questions for You at The Pension Board!

The City provides five (5) years “pension” medical coverage per contract.

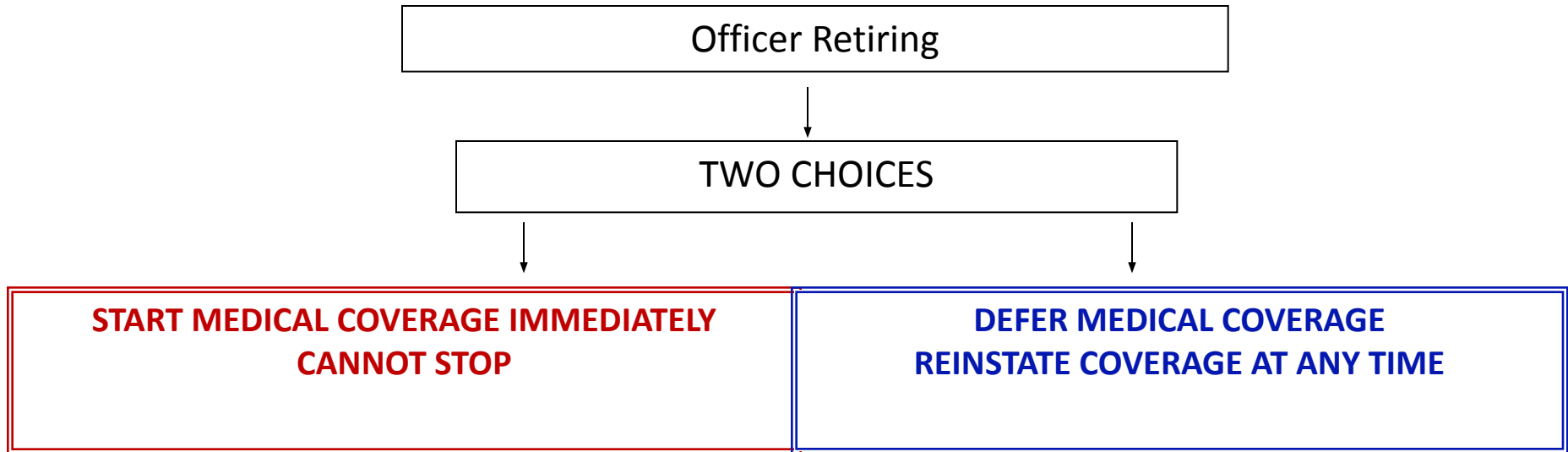
1st Question:

- Do you want to start your medical coverage or defer your medical coverage beginning the first of next month?

2nd Question:

- Do you want to convert any of your (net) sick hours to extend your medical coverage?

HOW DOES DEFERRING MY MEDICAL COVERAGE WORK?



- You may reinstate your deferred medical coverage at any time.
- You will receive your entire 5 contractual years of City coverage.
- Plus ALL “Blocks” of retiree medical coverage for which you converted sick time. The 5 contractual years run first and continue throughout any additional years. *NOTE – there is NO STOPPING once you start.

IN THE DROP?

- Are you going to work after you retire?
 - Will you receive medical coverage?
 - From your new employer
 - On your spouse's coverage
- You're not sure if you will be working!
- I don't plan on working when I retire –but I'm not sure!

“I DON'T KNOW ---I'M NOT SURE?”

- Give yourself 90 days to adjust to retirement.
- You may select the FOP 90 Day Deferred Medical Plan **at your cost.**
- This will allow you a 90 day window to see what retirement holds for you.
- You can “defer” your five (5) year City retiree coverage for 90 days until your “retirement” picture clears up.

The FOP – LEHB 90 day “I’m not sure” medical coverage will provide you a little time to let things come together.

Cost as of 7-1-24

Single	\$ 753.54
Member +1 Child	\$1,140.07
Member + Children	\$1,638.92
Family	\$2,210.84

The cost is well worth it compared to starting your medical coverage and using all 5 years plus your converted sick time coverage, when it might have been delayed.

MEDICARE BASICS

MEDICARE BEGINS AT 65 YEARS OF AGE UNLESS DISABLED

Medicare A Hospital Coverage NO Charge

Medicare B Medical/Surgery \$174.70/Month Based on Income

You must have Medicare A & B for a Medicare Advantage Plan

Medicare D Prescriptions Cost based on option selected

You MUST know who qualifies for Medicare;

Yourself

On your spouse

On your ex-spouse

IMPORTANT:

When your spouse becomes 62 years old and social security eligible, if you are not Medicare eligible you may apply under your spouse's social security number for Medicare if you are 65 years of age or older.

YOU MUST AVOID THE “MEDICAL GAP”

Will My Non-Working Spouse, Who Turns 65 Before Me, Get Medicare at Age 65?

- If you are at least age 62 and have worked for at least 10 years in Medicare-covered employment, your spouse can get Medicare Parts A and B at age 65.
- If you have worked at least 10 years in Medicare-covered employment but are not yet age 62 when your spouse turns age 65, he or she will not be eligible for premium-free Medicare Part A until your 62nd birthday. In this case, your spouse should still apply for Medicare Part B at age 65 so that he/she can avoid paying a higher Part B premium.
- However, if you are still working and your spouse is covered under your group health plan, he/she could delay enrollment in Part B without paying higher premiums.

LEHB

Why Should I Pay For Medicare B if I am still under LEHB coverage?

Members who are Medicare eligible and who retire and are no longer covered under “active coverage” should enroll in Medicare A&B to avoid the late enrollment penalty.

- 10% penalty every year until you apply for Medicare B
- It's a Medicare Rule neither the City nor LEHB can change
- **EXCEPTION:** Active Employee - If you or your spouse is an active employee, with health benefits, in a company, with 20 or more employees, and both of you are covered through that “active coverage”, the Medicare B penalty is waived until retirement.

Enrolling in Medicare

Initial Enrollment – begins three months before your 65th birthday, continues through the month of your birthday, and for three months after.

Special Enrollment – enroll after you turn 65 years of age. It can be up to 8 months after you stop working.

Note: COBRA and Retiree coverage is NOT considered Active coverage.

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Blue Cross “Best” Medicare Supplemental Plan 2024

Medicare Blue Cross Plan F

- No office visit co-pays
- No inpatient deductibles
- Pays all Medicare co-pays and deductibles

YOU MUST PAY

- Medicare B \$174.70 monthly based on income
- Blue Cross Medigap Security \$216.75 per individual monthly no Prescriptions

Basic Rx Plan \$333.75 monthly

or

Add on advanced Rx plan \$357.05 monthly generic
through “donut hole” Gap \$5,031-\$8,000

**\$357.05 Medicare F Advantage Plan for individual
Plus Medicare B *\$174.70 (*approximately)**

**PLEASE CONSIDER CONVERTING
AS MUCH NET SICK TIME AS
POSSIBLE WITHOUT INCURRING
A TAX DEBT AT THE END OF THE
YEAR TO MAXIMIZE YOUR
EXTENDED MEDICAL COVERAGE.**

**YOU DO NOT WANT TO PAY
FOR MEDICAL COVERAGE
ON A FIXED PENSION**

DON'T MAKE THE WRONG CHOICE!

- You can NOT stop medical benefits:
 - Once you tell the city to start your retired years (5 years plus....)
- You CAN change you mind-
 - If you defer your retiree coverage, you may start at any time.



IMPORTANT NOTES:

- You will have to pay for your 90 Day Deferred Medical Plan.
- **Please consider deferring you coverage if:**
 - **Your new employer provides any medical coverage.**
 - **You can obtain medical coverage on you spouse's medical plan even if there is a monthly cost.**

For Information Call LEHB 215-763-8290

Alternatives to Purchasing Additional Medical

- Medicare
- Coverage via spousal insurance
- Purchasing a Private Plan
- Insurance via employment with another company

IMPORTANT NUMBERS

Law Enforcement Health Benefits
(215) 763-8290

Medicare
1(800) 633-4227

Board of Pension
(215) 685-3480

Deferred Comp
(Nationwide Retirement Solutions)
1(855) 550-1777

Social Security
1-800-772-1213
www.ssa.gov

Monthly Premium

Non-tobacco

	52	53	54	55	56	57	58	59	60	61	62	63	64+
● Personal Choice PPO Gold Preferred	\$1,145.59	\$1,197.24	\$1,252.99	\$1,308.74	\$1,369.19	\$1,430.23	\$1,495.37	\$1,527.65	\$1,592.79	\$1,649.13	\$1,686.11	\$1,732.47	\$1,760.64
● Personal Choice PPO Gold	\$1,064.50	\$1,112.49	\$1,164.30	\$1,216.11	\$1,272.28	\$1,328.99	\$1,389.53	\$1,419.52	\$1,480.05	\$1,532.41	\$1,566.76	\$1,609.84	\$1,636.02
● Keystone HMO Gold	\$905.42	\$946.23	\$990.30	\$1,034.36	\$1,082.14	\$1,130.38	\$1,181.86	\$1,207.38	\$1,258.86	\$1,303.39	\$1,332.61	\$1,369.26	\$1,391.52
● Personal Choice PPO Gold Classic†	\$887.77	\$927.79	\$971.00	\$1,014.20	\$1,061.05	\$1,108.35	\$1,158.83	\$1,183.84	\$1,234.33	\$1,277.99	\$1,306.64	\$1,342.57	\$1,364.40
● Keystone HMO Gold Classic†	\$739.48	\$772.81	\$808.80	\$844.79	\$883.81	\$923.21	\$965.26	\$986.09	\$1,028.14	\$1,064.51	\$1,088.38	\$1,118.31	\$1,136.49
● Keystone HMO Gold Proactive	\$826.73	\$864.00	\$904.24	\$944.47	\$988.10	\$1,032.14	\$1,079.15	\$1,102.45	\$1,149.46	\$1,190.12	\$1,216.80	\$1,250.26	\$1,270.59
● Personal Choice PPO Silver Classic†	\$905.12	\$945.93	\$989.98	\$1,034.03	\$1,081.79	\$1,130.01	\$1,181.48	\$1,206.99	\$1,258.45	\$1,302.97	\$1,332.18	\$1,368.81	\$1,391.07
● Keystone HMO Silver Classic†	\$804.05	\$840.30	\$879.43	\$918.56	\$960.99	\$1,003.82	\$1,049.55	\$1,072.20	\$1,117.92	\$1,157.47	\$1,183.42	\$1,215.96	\$1,235.73
● Keystone HMO Silver Basic†	\$648.06	\$677.28	\$708.82	\$740.36	\$774.56	\$809.08	\$845.94	\$864.20	\$901.05	\$932.92	\$953.84	\$980.06	\$996.00
● Keystone HMO Silver Proactive†	\$698.37	\$729.85	\$763.84	\$797.83	\$834.68	\$871.89	\$911.60	\$931.28	\$970.99	\$1,005.33	\$1,027.87	\$1,056.14	\$1,073.31
● Keystone HMO Silver Proactive Lite†	\$690.83	\$721.98	\$755.60	\$789.22	\$825.67	\$862.48	\$901.76	\$921.23	\$960.51	\$994.49	\$1,016.78	\$1,044.74	\$1,061.73
● Keystone HMO Silver Proactive Select*	\$575.51	\$601.45	\$629.46	\$657.47	\$687.84	\$718.50	\$751.23	\$767.44	\$800.17	\$828.47	\$847.05	\$870.34	\$884.49
● Keystone HMO Silver Proactive Basic†	\$605.69	\$632.99	\$662.47	\$691.95	\$723.91	\$756.18	\$790.62	\$807.68	\$842.13	\$871.91	\$891.46	\$915.98	\$930.87
● Keystone HMO Silver Proactive Value*	\$533.13	\$557.16	\$583.11	\$609.06	\$637.19	\$665.59	\$695.91	\$710.93	\$741.25	\$767.47	\$784.67	\$806.25	\$819.36
● Keystone HMO Silver Proactive Essential†	\$577.87	\$603.92	\$632.05	\$660.17	\$690.66	\$721.45	\$754.31	\$770.59	\$803.45	\$831.87	\$850.52	\$873.91	\$888.12
● Personal Choice PPO Bronze	\$615.06	\$642.78	\$672.72	\$702.65	\$735.10	\$767.87	\$802.85	\$820.18	\$855.15	\$885.40	\$905.25	\$930.15	\$945.27
● Personal Choice EPO Bronze Classic	\$571.51	\$597.27	\$625.09	\$652.90	\$683.06	\$713.50	\$746.00	\$762.11	\$794.60	\$822.71	\$841.16	\$864.29	\$878.34
● Personal Choice EPO Bronze Reserve	\$566.04	\$591.56	\$619.11	\$646.66	\$676.52	\$706.68	\$738.87	\$754.82	\$787.01	\$814.84	\$833.11	\$856.02	\$869.94
● Personal Choice EPO Bronze Basic	\$509.35	\$532.32	\$557.11	\$581.90	\$608.77	\$635.91	\$664.88	\$679.23	\$708.19	\$733.24	\$749.68	\$770.29	\$782.82
● Keystone HMO Bronze	\$427.21	\$446.47	\$467.27	\$488.06	\$510.60	\$533.36	\$557.66	\$569.69	\$593.99	\$615.00	\$628.78	\$646.07	\$656.58
● Personal Choice EPO Catastrophic‡	\$499.18	\$521.69	\$545.98	\$570.28	\$596.62	\$623.21	\$651.60	\$665.67	\$694.05	\$718.60	\$734.71	\$754.91	\$767.19

Personal Choice PPO Gold

Coinsurance 20% Out of Pocket Maximum in Network \$8,250/\$16,500 (copay & coinsurance)

PCP Visit \$30 Specialist Visit \$65 Urgent Care \$65 Retail Clinic \$30 PT \$65

ER \$400 Inpatient per day \$750 Outpatient \$300



BlueCard®

BlueCard is a national program offered through the Blue Cross and Blue Shield Association, an association of independent Blue Cross® and Blue Shield® plans, that enables members of one Blue Plan to obtain health care service benefits while traveling or living in another Blue Plan's service area. The BlueCard program links participating health care providers with the various Blue Cross and Blue Shield plans across the U.S. and in approximately 170 countries and territories worldwide through a single electronic network for claims processing and reimbursement.

To locate a provider in your area:

Call: 1-800-810-BLUE

On Line: www.BSBS.com

LEHB

PRESCRIPTION COVERAGE

- ◆ 53,000 PHARMACIES NATIONWIDE
- ◆ SAME LEVEL OF BENEFITS

LEHB

DENTAL-VISION COVERAGE

- ◆ MUST USE LEHB PARTICIPATING PROVIDERS TO MAXIMIZE YOUR BENEFITS
- ◆ OUT OF NETWORK PROVIDERS WILL BE REIMBURSED AT A LOWER OUT OF NETWORK RATE—Member subject to out of pocket cost

Q&A



SICK TIME CONVERSION

Up to 2499 Gross Hours of Accumulated Sick Leave

Will be reduced by 50%

2500 Gross Hours or more of Accumulated Sick Leave

Will be reduced by 40%

100 hours of Net Sick Leave will provide
6 months extended medical benefits.

200 hours of Net Sick Leave will provide
1 year extended medical benefits.

You have the option of converting ALL or PART of your accumulated net hours
For extended Medical, Dental, Optical and Prescription coverage past the 5 years

EXAMPLE: 1 Up to 2499 Gross Hours

A Police Officer retires with 2400 Hours of Accumulated Sick Leave.

Reduction at 50% equals 1200 Net Hours.

If the Officer decides to convert ALL of the hours

$1200/100 = 12$ Six Month *blocks of Extended Medical Benefits,
which is 6 full years.

EXAMPLE: 2 2500 or more Gross Hours

A Police Officer retires with 2500 Hours of Accumulated Sick Leave.

Conversion at 60% equals 1500 Net Hours.

If the Officer decides to convert ALL of the hours

$1500/100 = 15$ Six Month *blocks of Extended Medical Benefits.

Since the Officer can purchase 15 full blocks (7.5 years),
 $15 \times 100 = 1,500$ hrs.

FINANCIAL ADJUSTMENT, POST CONVERSION, BY RANK

A Chief Inspector's hourly rate is higher than a Police Officer's.

Since ALL ranks convert at the same rate, 100 hrs, there is a post conversion process for personnel who retire above the rank of Police Officer.

Rank	Pay Range		Hours
P/O	202,203,299		100
Det,Cpl	204		90
Sgt	205		85
Lt	206		75

Rank	Pay Range		Hours
Capt	208		60
S/I	209		55
Insp	210		50
C/I	211		45

EXAMPLE:

2500 Gross Hours or more of Accumulated Sick Leave

A Captain retires and has 4100 hours of accumulated sick leave.

Conversion at 60% equals 2460 Net Hours.

$2460/100 = 24.6$ Six Month *blocks of Extended Medical Benefits.

Therefore, the Captain can only purchase 24 full blocks (12 years)

Coverage must be purchased in full blocks

FINANCIAL ADJUSTMENT BY RANK: 20 BLOCKS X 60 = 1200hrs

2,460 hours converted - 1,200 hours owed based on rank = 1260hrs.

for which the Captain will be paid.

For assistance in determining the approximate amount of tax due for conversion and an approximate of your buy out check, call or email

Jack – jjg@lehb.org or Ray – ray@lehb.org