

# BOARD OF PENSIONS - 1

## Board of Pensions PC (USA)

### 2013 Updates

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### Board of Directors Approved Recommendation for 2014-2015 Medical Dues

At the summer Board of Directors meeting all the recommendations offered by the Healthcare Committee were approved. These include: 1) Changes to the Medical Plan for 2014-15; 2) Medical Minimum Participation Basis; 3) Seminary Students Medical Dues Increases; 4) Generic Drug Copays Increases; and 6) Medical Dues for the Affiliated Benefits Program and the Medicare Supplement plan will remain unchanged in 2014.

Furthermore, the Healthcare recommended a new, multi-year member health initiative designed to increase participation in preventive care and improve member health. Under this program, when members complete certain health actions in 2014 such as a preventive health exam and getting specific lab tests, the member and his/her family will have their 2015 deductible reduced from 1.5% to 1% of the effective salary; the 2015 deductible for all others will be 1.5% of effective salary. The "Call to Health" program will officially launch in January 1, 2014. The Board will be began communicating additional information about this "Call to Health" program later this summer.

For more information, please visit the Board of Pensions website at [www.pensions.org](http://www.pensions.org) or contact Member Services at 800.773.7752

### CHURCH WIDE MEDIEN SALARIES (Used in Determine Minimum Pension Credits Accrued)

	<u>2014</u>	<u>2013</u>
Ordained	\$54,500	\$54,000
Exempt Lay	41,700	40,900
Non-Exempt Lay	30,400	29,800

**REMINDER! TIMELY Reporting of Member Salaries Ensures Prompt Benefits  
(Pensions benefits, death benefits and accurate monthly invoicing)**

**GOOD EXPERIENCE APPORTIONMENTS:** 2000: 9% 2001: 3% 2002: 0% 2003: 0% 2004: 2%  
2005: 3% 2006: 3.6% 2007: 3.7% 2008: 3.8% 2009: 0% 2010: 0% 2011: 0% 2012: 0% 2013: 1%  
Result???

**A 29.1% PERMENANT INCREASE** in Pension Checks and Pension Credits from 2000-2013!! The Board of Pensions Defined Benefits Plan is quite unique in this "Apportionment" feature.

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***It's never too late to receive your annual preventive exam and age/gender appropriate screenings and immunizations!***

Each year, Highmark Blue Cross and Blue Shield and the Medical Plan produce a **schedule of covered screenings and immunizations based on age and gender**. Cost for the services listed is fully covered 100% by the Plan; additional tests are subject to the usual plan deductible and copayment provisions. The **Preventive Health Schedule**, along with ***Your Healthcare Benefits in Brief 2013*** was mailed to all members. If you did not receive your hardcopy of this year's schedule, call the Board of Pensions at 800.773.7752. Be sure to share the Preventive Health Schedule with your doctor.

**Thinking about Retiring?? You may want to consider the following suggested retirement timetable**

**2 Years before retirement, you may want to:**

- Contact the Board of Pensions for your Retirement Application Package; or request it in Benefits Connect. The packet will contain your pension projection, information about working after retirement, supplemental medical coverage, etc.

**1 Year before retirement or age 64, you may want to:**

- Visit the Social Security office for information about retirement & survivor benefits, Medicare, etc.
- Become familiar with Medicare Part A & B

**4-6 Months before retirement, you may want to:**

- Contact your Executive/General Presbyter, or COM Chair regarding implementation of your retirement process
- Decide on the exact date of your retirement
- Obtain a retirement packet from the Board of Pensions
- Complete a retirement application with Social Security

**3 Months before retirement, you may want to:**

- Consult with your EP, and COM Chair about your retirement date, vacation benefits, and presbytery meetings to request approval for retirement. Your session will need time to plan recognition for your retirement and related arrangements
- Mail retirement papers to the Board of Pension

**PRE-CERTIFICATION MUST BE SCHEDULED EARLY**

**DON'T FORGET!!! PRE-CERTIFICATION 7-10 days BEFORE scheduled medical testing or treatment IS REQUIRED FOR MRI, MRA, CAT, PET or SPECT scans as well as all NON-emergency hospitalization for medical or surgical treatment, including maternity.**

**In emergency situations, seek nearest help immediately!!** We request notification be made to **ActiveHealth (866-794-3127)** within 48 hours of **emergency** scans, tests, or hospitalizations.

**\*\*\* Pre-certification is also required for Mental Health/Substance Abuse in-patient treatment or hospitalization; call CIGNA Behavioral Health at 866-7640-2772 to pre-certify**

*"Serious effort has been made to ensure the facts presented here are accurate and up-to-date. In an event of a conflict with the official Plan or Benefits Plan provisions, however, current official Plan documents, rates and rules will apply."*

# Selected Dues Models

See [article](#) on [healthcare.pensions.org](http://healthcare.pensions.org) for details on outcomes of special Healthcare Committee meeting on May 23, 2013.

Year	Model/Option	Annual Dues	Other Changes	Outcomes
2014	Maintain current dues model (Option A); dues per eligible plan member based on effective salary paid by church/employer	23% effective salary	<ul style="list-style-type: none"> <li>Medical minimum participation basis: \$42,000</li> <li>Generic prescription drug copay increases to \$10 for up to a 30-day supply at a participating retail pharmacy</li> </ul>	<ul style="list-style-type: none"> <li>Maintains community nature</li> <li>Church/employer cannot make any decisions in sharing any portion of dues with plan members; no difference in dues for dependents if other coverage and “opt out”</li> </ul>
2015	New model (Option C) takes effect with set dues percent of effective salary and a lesser dues percent for member only (church/employer can share none, some, or all of the percentage difference)	24.5% effective salary  23% if member-only coverage	<ul style="list-style-type: none"> <li>Medical minimum participation basis: \$44,000</li> <li>Deductible reduced to 1% (from 1.25%) of effective salary for compliance in 2014 with “Call to Health” actions; 1.5% for all others</li> </ul>	<ul style="list-style-type: none"> <li>Maintains community nature</li> <li>Church/employer can choose to share none, some, or all of the 1.5% difference in dues (24.5% vs. 23%)</li> </ul>