Alternate Benefit Program (ABP) Retirement: Retiree State Health Benefits Program (SHBP)
ABP Retirement Retiree SHBP Outline

- Health Benefits at Retirement
- Premium Sharing Schedule
- SHBP & Medicare
- Retiree Dental Plans
- **Online** Enrollment and/or Change Process
Health Benefits at Retirement

- Active medical, prescription drug, and dental coverage continues to end of retirement month

- Retiree health benefits begin the first day of the month following retirement

  January 1 retirement example:
  
  - Active employee health (Medical & Prescription) and dental benefits will end **January 31**
  
  - Retiree health (Medical & Prescription) and dental benefits will begin **February 1**

- If not electing health insurance coverage, ensure to decline/waive via mynjbenefitshub.nj.gov

  Retiree Health eligibility and premium sharing are determined by NJ State Law and the NJ Division of Pensions and Benefits and are subject to change.

University Human Resources
Enrolling in Retired Group State Health Benefits

- Most eligible members enrolled in coverage as active employees will automatically be enrolled as retirees.
  - Exceptions include those members who: are changing/waiving plans at retirement; waived coverage as an active employee; or changed their retirement date.

  - Navigate to mynjbenefitshub.nj.gov* and click Register
  - Enter your Social Security Number and Date of Birth
  - The Company Key is SHBP/SEHBP
  - Once registered, Login using your username and password

*You may also login through the myNewJersey portal by clicking on Benefitsolver button at the bottom of the screen. If you do not have a Benefitsolver button, you must visit the NJDPB website to register.
Update Your Contact Information

When you first visit mynjbenefitshub.nj.gov, be sure to update your contact information to get the latest information about your benefits. You will also have the option to receive important notifications via text message.

Personal Preferences

Contact Preferences
Work Email Address (Not Applicable to Retirees)
None

Personal Email Address
None
Retiree Health Benefits – Benefitsolver Dashboard

Explore the site for helpful information

Find plan details in the Reference Center

Quick Links

Review your current coverage

Chat with Sofia SM
Qualifying for State-Paid Health Insurance

- Prospective retirees who accumulate a total of 25 or more years of non-concurrent pension credit in ABP or multiple NJ state pension funds (i.e. PERS, PFRS, etc.) may be eligible for State-paid coverage at retirement, as long as they meet the following requirements:
  - Must be eligible for employer-paid health benefits immediately prior to retirement/separation.
  - Must take a minimum distribution ($1,000) within 30 days of retirement date.

- The State provides partial or full cost of the SHBP coverage for retirees who meet specific service credit or retirement criteria outlined in the Premium Sharing Schedule.
Premium Sharing Schedule:
Employees Who Attained 25 or More Years of Service Credit on or Before July 1, 1997

- No contributions required for all Retired Group State Health Benefits

- Health benefits include medical and prescription drug coverage

- Full reimbursement for standard cost of Medicare Part B premium (per eligible covered individual) provided by the State.
Employees Who Attained 25 or More Years of Service Credit After July 1, 1997 and Before June 30, 2007

- No contributions required for selective Retired Group State Health Benefits
- If electing Aetna Freedom 10 or NJ Direct 10, contributions required for Retired Group State Health Benefits
- Rates for retirees who share the cost of their coverage: https://www.state.nj.us/treasury/pensions/documents/hb/oe2023/hr0744.pdf
- Partial reimbursement of $46.10 for Medicare Part B premium (per eligible covered individual) if hire date is on or before July 1, 1995*.

*Employees who began employment or had a break in service after July 1, 1995, or who became eligible for health benefits after that date, will not be eligible for Medicare Part B reimbursement.
Employees Who Attained 25 Years of Service Credit After June 30, 2007 and before June 28, 2011

- Health contribution of 1.5% of 50% of the last annual salary received prior to retirement unless the retired member is enrolled in the Retiree Wellness Program.
- Aetna Freedom 10 and NJ Direct 10 are not available
- Partial reimbursement of $46.10 for Medicare Part B premium (per eligible covered individual) if hire date is on or before July 1, 1995.
- Waived if enrolled in the SHBP Retiree Wellness Plan:
  - Complete Health Assessment Tool (HAT)
  - Agree to and submit annual Pledge for Healthier Living
  - Complete Annual Physical and Annual Wellness Certification
  - Have appropriate tests and screenings when recommended
  - Participate in health plan’s disease management program when recommended
Employees Who Attained 20 Years of Service Credit by June 28, 2011 and Retire with 25 Years of Service Credit

- Health Contribution is 1.5% of 50% of the last annual salary received prior to retirement
- Aetna Freedom 10 and NJ Direct 10 are not available
- Partial reimbursement of $46.10 for Medicare Part B premium (per eligible covered individual) if hire date is on or before July 1, 1995.
Employees Who Attained 20 Years of Service Credit After June 28, 2011 and Retire with 25 Years of Service Credit

- Health contribution is based on the applicable percentage of premium based on 50% of the last annual salary prior to retirement.
  - Percentage of Premium for Retirees: [https://www.nj.gov/treasury/pensions/documents/forms/hr1016.pdf](https://www.nj.gov/treasury/pensions/documents/forms/hr1016.pdf)
- Aetna Freedom 10 and NJ Direct 10 are not available
- Partial reimbursement of $46.10 for Medicare Part B premium (per eligible covered individual) if hire date is on or before July 1, 1995
Health Benefits Contribution – Percentage of Premium for Retirees

Note: You must use the rate charts for retirees who pay the full cost of their coverage to first determine the full cost premium for the plan and coverage level you select. Then, use this chart to determine the percentage of the full cost for which you will be responsible.

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<th>Annual Retirement Allowance Range</th>
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<td>15%</td>
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Employees Who Attained 20 Years of Service Credit After June 28, 2011 and Retire with 25 Years of Service Credit – Calculation Example

- Jane Doe is retiring on July 1^{st}. Her last annual base salary is $100,000
- 50% of salary = $50,000
- Percentage of Premium for Retirees: 20%
- 2023 full cost of NJ Direct 15 with Prescription (single non-Medicare): $1,348.33 per month.
- 20% of $1,348.33 = $269.67 per month

2023 Full Cost Rate Chart – Including Prescription: https://www.state.nj.us/treasury/pensions/documents/hb/oe2023/hr1094.pdf
Percentage of Premium for Retirees: https://www.state.nj.us/treasury/pensions/documents/forms/hr1016.pdf
Employees Who Retire With Less Than 25 Years of Service Credit

- Option to enroll in Retired Status State Health Benefits Insurance plans
- Required to pay full group rate, available on State and UHR websites:
  - 2023 Full Cost Rate Chart – Including Prescription: [https://www.state.nj.us/treasury/pensions/documents/hb/oe2023/hr1094.pdf](https://www.state.nj.us/treasury/pensions/documents/hb/oe2023/hr1094.pdf)
  - 2023 Full Cost Rate Chart – Excluding Prescription: [https://www.state.nj.us/treasury/pensions/documents/hb/oe2023/hr1095.pdf](https://www.state.nj.us/treasury/pensions/documents/hb/oe2023/hr1095.pdf)
- Do not qualify for reimbursement of Medicare Part B premium
Surviving Spouses or Civil Union/Same-Sex Domestic Partners of Employees with 25+ Years of Pension-Credited Service

- Surviving spouse or civil union/same-sex domestic partner may continue retiree health
- Will be required to pay full group rate
- Will not qualify for reimbursement of Medicare Part B premium
Enrolling in Retired Group State Health Benefits
Medicare Part A and Part B Enrollment

- Three months prior to retirement, retirees and/or their spouses/same-sex domestic or civil union partners, that are age 65 and older are required to enroll into Medicare Part A and Part B

- You can enroll in Medicare in the following ways:
  - Calling Social Security at 1-800-772-1213 (M-F 7AM to 7 PM)
  - In-Person at your local Social Security Office*

- Social Security Administration works with Medicare Services by enrolling Medicare eligible members

*Contingent upon COVID-19 regulations
Enrolling in Retired Group State Health Benefits Medicare Part A and Part B Enrollment


- Contact OneSource Service Center to have the Request for Employment Verification form certified: 732-745-SERV(7378)

- Return certified forms to Social Security Administration for processing
Enrolling in Retired Group State Health Benefits
Medicare Part A and Part B Enrollment

- Medicare will mail Medicare Part A and Part B card
- The Division of Pensions and Benefits (DPB) will confirm enrollment into Medicare by contacting the Center for Medicare/Medicaid Services (CMS).
- Upload Medicare (MBI) information within mynjbenefitshub.nj.gov
  - You will be required to enter effective dates for Medicare Parts A & B and your Medicare ID number.
SHBP and Medicare Parts A&B

- Effective 1/1/2019, the SHBP no longer offers Medicare Advantage (MA) plans through Horizon’s NJ Direct 10 (PPO) or NJ Direct 15 (PPO) plans.

- Retirees enrolled in NJ Direct 15, who have a spouse or partner who is not Medicare-eligible, will move to the Aetna MA plan while the spouse/partner and/or any covered children remain in the NJ Direct 10 or 15 plan.

- Retirees who are not eligible for Medicare but have a spouse or partner who is Medicare-eligible, will remain in their NJ Direct 10 or 15 plan (along with any covered children) while the spouse/partner is transferred to the Aetna MA plan.

- Medicare Advantage plans, (“Part C” or “MA plans”) provide Medicare Part A (inpatient hospital insurance) and Medicare Part B (outpatient medical insurance) coverage.
SHBP and Medicare Parts A&B

- **AETNA**: Under Aetna plans, the coverage provided is a Medicare Advantage plan, which means that eligible claims are paid by the medical plan.
  - Retirees do not need to coordinate coverage between Medicare and Aetna.
  - Aetna plans are combined with Medicare and pay eligible expenses directly.
  - Aetna Medicare Advantage Plans: Aetna Freedom PPO ESA 10/ Aetna Freedom PPO ESA 15/Aetna HMO/Aetna HMO 1525

- **HORIZON**: Offers Medicare Supplement Plans
  - In-network claims are coordinated by first submitting them to Medicare. This coordination of benefits with Medicare is handled by Horizon.
  - Out-of-network claims are coordinate by first submitting them to Medicare. Unreimbursed expenses may be sent to Horizon (by Medicare) for further reimbursement.
  - Horizon Supplemental Plans: NJ Direct 1525/NJ Direct 2030/Horizon HMO/Horizon HMO 1525/ Horizon HMO 2030
SHBP Medicare Part D – OptumRx

- Medicare eligible retirees are automatically enrolled in Medicare Part D prescription drug coverage under the OptumRx Medicare Prescription Plan.

- If you enroll in another Medicare Part D Plan, you will lose your prescription drug benefits provided by the SHBP. Medical benefits will continue.

- You may waive the OptumRx Medicare PDP, only if you are enrolled in another Medicare Part D plan.

- If you wish to re-enroll in the OptumRx Medicare PDP, you must upload proof of your termination from the other Medicare Part D plan, within 60 days of coverage loss to mynjbenefitshub.nj.gov
Retiree Dental Plans

- Retiree Dental Plans are offered to the following eligible retirees:
  - Any retiree, including dependents, enrolled in a medical plan offered under the Retired SHBP at the time of retirement.
  - Any retiree, including dependents, eligible for enrollment in the Retired SHBP but who elected to waive their medical coverage because of coverage provided from another employer.
- Retirees pay full cost of the Retiree Dental Plan.

Dental Plan Options:
- Aetna Dental Expense Plan
- 4 Dental Plan Organizations:
  - Aetna DMO, Cigna,, Horizon Dental Choice, MetLife

2023 Monthly Dental Rates:
Health Benefit Coverage Changes

- Coverage may be changed at any time provided that you have been with that same health plan for at least 12 months or due to rate increases
- Coverage changes after a qualifying event
- For questions regarding coverage, call the Division of Pensions and Benefits Retiree Benefits Office at 609-292-7524
Additional Retirement Resources

Visit our Information for Prospective Retirees website, for supplemental PowerPoints and Videos:
https://uhr.rutgers.edu/benefits/information-prospective-retirees

Supplemental PowerPoints:
• Alternate Benefit Program (ABP) Retirement: Overview

• Alternate Benefit Program (ABP) Retirement: Paid Time Off (PTO) – Staff Members