



RETIREE BENEFITS REVIEW

October 11, 2024
2:00 pm - 3:00 pm

**Board Policy 4154,
4254, 4354**



**Three Requirements
for Retiree Lifetime Health**

HIRE DATE

Prior to September 1, 2007

**Employed 15 years with Clovis Unified WITH benefits
Retirement with STRS/PERS
55 years of age except in the case of disability retirement**

HIRE DATE

After September 1, 2007

**Employed 30 years with Clovis Unified WITH benefits
Retirement with STRS/PERS
62.5 years of age except in the case of disability retirement**

It has been 17 years since the eligibility requirements changed for CUSD Lifetime Health making the retirees in this plan in an elite group with coverage available for life.

CUSD Retirees on Lifetime

Health Plan as of 09-01-2024



Retirees

Single with Medicare	551
Single No Medicare	68
Married no Medicare	107
Married one on Medicare	119
Married both on Medicare	590

Family no Medicare	20
Family 1 on Medicare	7
Family 2 on Medicare	3
Family 3 on Medicare	3
TOTAL	1468

CUSD Retirees on Lifetime

Health Plan Previous 4 Years



Retirees

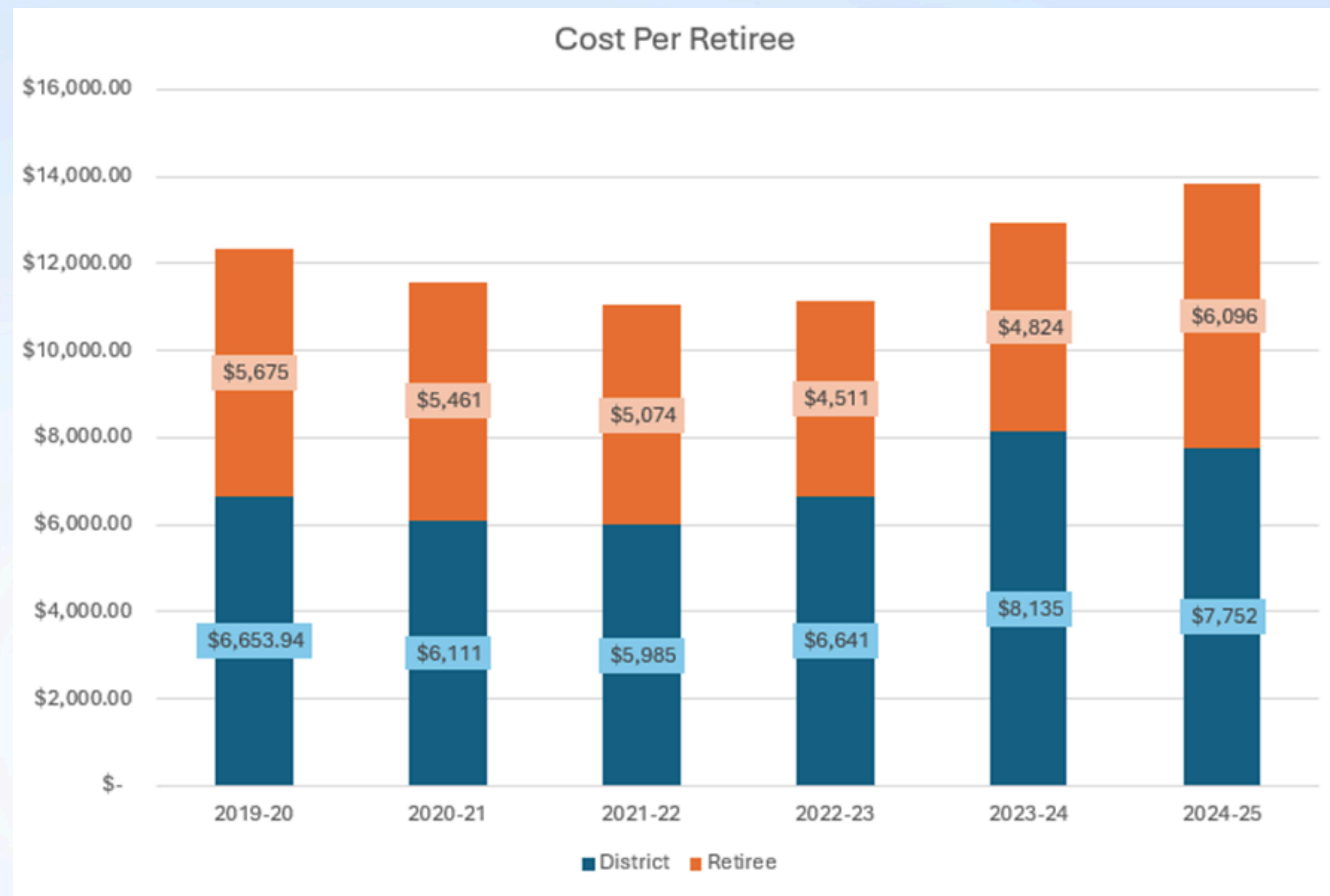
Plan Level - 2020-21	Count
RETIREE WITH MEDICARE	519
RETIREE WITHOUT	48
MARRIED NO MEDICARE	54
MARRIED 2 ON MEDICARE	559
MARRIED 1 ON MEDICARE	89
FAMILY NO MEDICARE	11
FAMILY 2 ON MEDICARE	5
FAMILY 1 ON MEDICARE	5
FAMILY 3 ON MEDICARE	2
TOTAL	1292

Plan Level - 2021/22	Count
RETIREE WITH MEDICARE	510
RETIREE WITHOUT	60
MARRIED NO MEDICARE	69
MARRIED 2 ON MEDICARE	567
MARRIED 1 ON MEDICARE	99
FAMILY NO MEDICARE	15
FAMILY 2 ON MEDICARE	4
FAMILY 1 ON MEDICARE	4
FAMILY 3 ON MEDICARE	3
TOTAL	1331

Plan Level - 2022/23	Count
RETIREE WITH MEDICARE	508
RETIREE NO MEDICARE	73
MARRIED NO MEDICARE	111
MARRIED 2 ON MEDICARE	555
MARRIED 1 ON MEDICARE	110
FAMILY NO MEDICARE	21
FAMILY 2 ON MEDICARE	4
FAMILY 1 ON MEDICARE	5
FAMILY 3 ON MEDICARE	3
TOTAL	1390

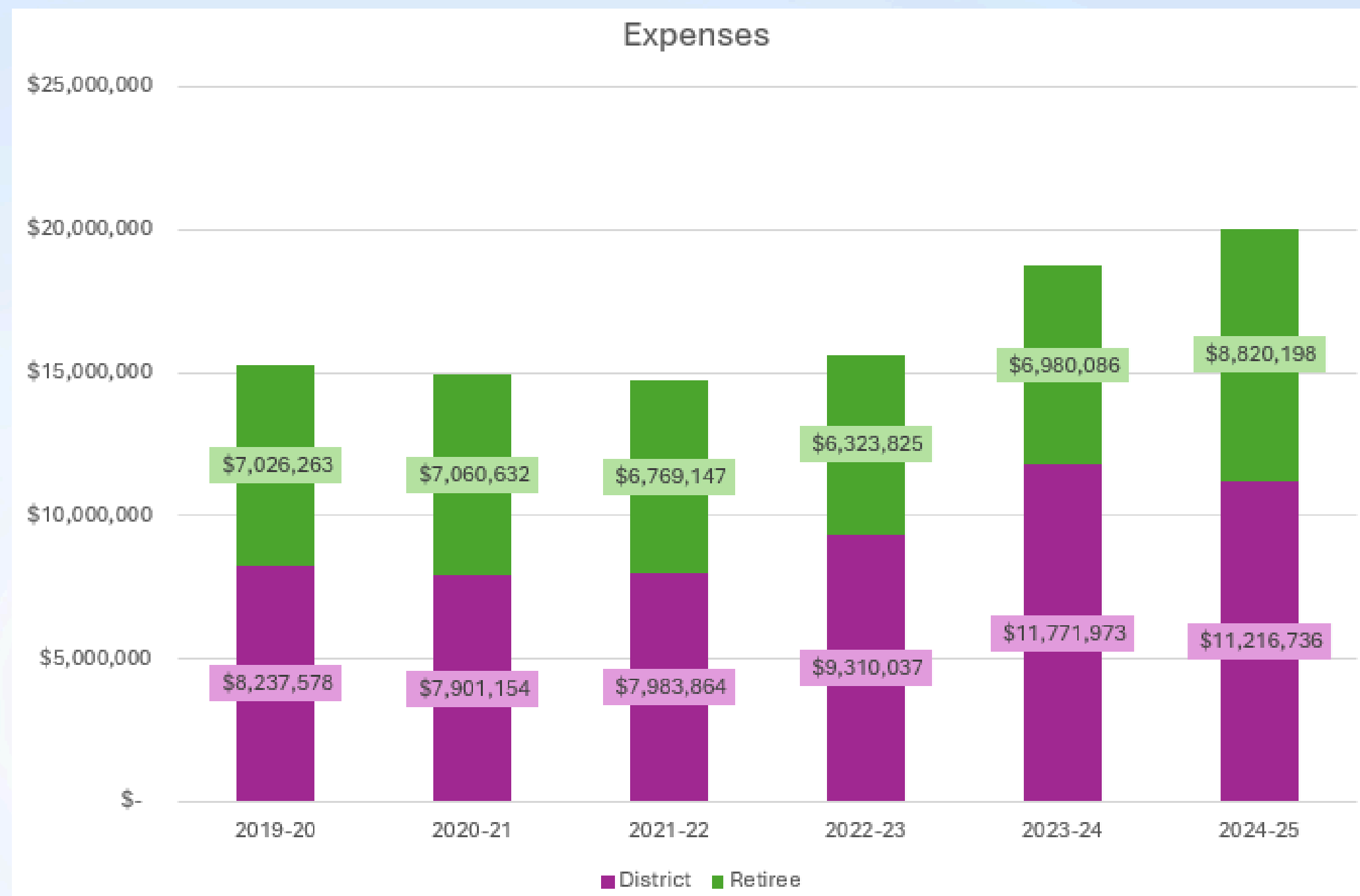
Plan Level - 2023/24	Count
RETIREE WITH MEDICARE	535
RETIREE NO MEDICARE	71
MARRIED NO MEDICARE	116
MARRIED 2 ON MEDICARE	571
MARRIED 1 ON MEDICARE	122
FAMILY NO MEDICARE	18
FAMILY 2 ON MEDICARE	4
FAMILY 1 ON MEDICARE	8
FAMILY 3 ON MEDICARE	3
TOTAL	1448

Cost Per Retiree



<u>Fiscal Year</u>	<u>Cost per Retiree</u>	<u>Expenses</u>	<u>Retirees</u>
2019-20	\$ 12,329	\$ 15,263,841	1,238
2020-21	\$ 11,571	\$ 14,961,786	1,293
2021-22	\$ 11,059	\$ 14,753,011	1,334
2022-23	\$ 11,151	\$ 15,633,862	1,402
2023-24	\$ 12,959	\$ 18,752,059	1,447
2024-25 Projected	\$ 13,847	\$ 20,036,934	1,447

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How Retiree Premiums are Determined (10% cap)

“If the health insurance claims paid for retirees and retiree dependents (certificated and classified) exceed ten percent (10%) of the total claims paid in any year (July through June), and the retiree desires to continue in the District’s Health and Welfare Benefits Plan, the District will assess retirees a monthly fee to be based on the amount exceeded by all retirees divided into twelve (12) equal payments August through July of the following year.”

- **Fiscal Year – July 1st – June 30th**
- **Final claims amount received by July 15th**
- **Rates Calculated & letter to Retiree by 1st week in August**
- **New rates effective September 1st**

History of CUSD Retiree



Insurance Premiums

Tier Level	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22	2022/23	2023/24	2024/25
Retiree Only 0 on Medicare	\$ 328.00	\$ 325.00	\$ 360.22	\$ 408.47	\$397.10	\$383.03	\$373.25	\$391.36	\$452.99
Retiree Only 1 on Medicare	\$ 206.00	\$ 191.00	\$ 226.22	\$ 272.97	\$252.50	\$234.53	\$203.15	\$226.46	\$278.29
Retiree +1 0 on Medicare	\$ 655.00	\$ 651.00	\$ 720.44	\$ 816.94	\$794.20	\$766.06	\$746.50	\$782.72	\$905.98
Retiree +1 1 on Medicare	\$ 533.00	\$ 517.00	\$ 586.44	\$ 681.44	\$649.60	\$617.56	\$576.40	\$617.82	\$731.28
Retiree +1 2 on Medicare	\$ 411.00	\$ 383.00	\$ 452.44	\$ 545.94	\$505.00	\$469.06	\$406.30	\$452.92	\$556.58
Retiree +2 or more 0 on Medicare	\$ 983.00	\$ 976.00	\$ 1,080.66	\$ 1,225.41	\$1,191.30	\$1,149.09	\$1,119.75	\$1,174.08	\$1,358.97
Retiree +2 or more 1 on Medicare	\$ 861.00	\$ 842.00	\$ 946.66	\$ 1,089.91	\$1,046.70	\$1,000.59	\$949.65	\$1,009.18	\$1,184.27
Retiree +2 or more 2 on Medicare	\$ 739.00	\$ 708.00	\$ 812.66	\$ 954.41	\$902.10	\$852.09	\$779.55	\$844.28	\$1,009.57
Retiree +2 or more 3 on Medicare	\$ 617.00	\$ 574.00	\$ 678.66	\$ 818.91	\$757.50	\$703.59	\$609.45	\$679.38	\$834.87

2024/25 Current

Retiree Rates



Retiree Only With Medicare	\$278.29
Retiree Only No Medicare	\$452.99
Retiree Plus One Two on Medicare	\$556.58
Retiree Plus One One on Medicare	\$731.28
Retiree Plus One No Medicare	\$905.98

Retiree 2 or More Three on Medicare	\$834.87
Retiree 2 or More Two on Medicare	\$1,009.57
Retiree 2 or More One on Medicare	\$1,184.27
Retiree 2 or More None on Medicare	\$1,358.97

Base rate is \$452.99 per person.
Once Medicare eligible, premium reduces by \$174.70 which is the amount the retiree pays for their 2024 Medicare Part B Premium (or higher if you fall under the “income-related monthly adjustment” amount.)

What Retirees Receive



For Their Premium

Members without Medicare

- \$25 Office Visit Copay (50 copay max Per CY)
- \$40 Urgent Care Copay
- \$200 Emergency Room Copay
- \$300 Individ/\$600 CY Deductible
- \$0 Specialty Rx Copay/\$0 for 100 day supply
- \$9 Generic Rx Copay/\$18 for 100 day supply
- \$30 Preferred Brand Rx Copay/\$60 for 100 day supply
- \$40 Brand Rx Copay/\$80 for 100 day supply
- Dental and vision coverage for 5 years/65 yrs of age

Members with Medicare

- No copays
- No deductibles
- No out of pocket expenses for in network expenses
- \$0 Specialty Rx Copay/\$0 for 100 day supply
- \$9 Generic Rx Copay/\$18 for 100 day supply
- \$30 Preferred Brand Rx Copay/\$60 for 100 day supply
- \$40 Brand Rx Copay/\$80 for 100 day supply

When Members with Medicare receive in network services, their only out of pocket expenses are premiums and pharmacy copays.



**For a complete listing of
Prudent Rx Specialty Medications
[Click Here](#)**

How would you find out if you're getting the most for your money?

Is the Grass Greener?



Members without Medicare

- Call an insurance company directly, contact an agent or broker or browse policies on the Covered California's Health Insurance Marketplace.
- Compare premiums, copays, deductibles, coinsurance and all out of pocket expenses to CUSD plan and determine if you'd save money.
- Verify provider network and provider availability.
- Verify prescription formulary and prescription copays
- Verify plan is stable as there is no returning to the CUSD Retiree Health plan once you terminate coverage.

Members with Medicare

- Research the Medicare supplemental and Medigap plans in your area
- Verify coverage includes prescriptions and prescription copays
- Verify prescription formulary
- Verify coverage picks up all copays and deductibles after Medicare pays leaving you with no out of pocket expense
- Verify provider network and provider availability.
- Verify plan is stable as there is no returning to the CUSD Retiree Health plan once you terminate coverage

How Can CUSD Retirees



Save Money on Claims?

Data from miCare Annual Report

Reporting period: July 1, 2023 - June 30, 2024

Location	Visit Count 2023	% Of Total 2023	Visit Count 2024	% Of Total 2024
Onsite	16,992	93%	18,260	97%
Telephone	1,352	7%	505	3%
Video	12	0%	4	0%
Overall - Total	18,356	100%	18,769	100%

Year	Pt's with Appointments	Eligible Members	% Utilization
2023	4,545	10,770	42%
2024 - All	4,796	11,129	43%
Retiree	583	2,342	25%
Non-Retiree	4,213	8,787	47%

Recuro Telemedicine Utilization

Recuro – Telemedicine	Consult Count 2023	% Of Total 2023	Consult Count 2024	% Of Total 2024
Non-Retiree	3,468	66.91%	3,336	61.68%
Retiree's	68	7.64%	279	18.39%
Total	3,536	68.18%	3,615	70.6%

Retirees without Medicare

- Utilize miCare for Primary Care Services
- Utilize miCare for labwork
- Utilize miCare for flu shots if possible
- Utilize Recuro Telemedicine vs. urgent care when possible
- Do not use hospitals for imaging, labwork or physical therapy if possible

Retirees with Medicare

- Utilize miCare for flu shots if possible
- If using CVS for flu shots ALWAYS give them your Medicare card or they will charge our retiree plan instead of Medicare.
- Utilize Recuro Telemedicine vs. urgent care when possible
- Do not use hospitals for imaging, labwork or physical therapy if possible

California Districts



Offering Lifetime Health

- **2020: California Legislative Analyst's Office (LAO) surveyed 1,037 schools**
- **2021: Gallagher Benefit Services (GBS) conducted a Benchmark Study based on results from that survey to determine which CA K-12 districts were still offering retiree "lifetime" health benefits**
- **CA LAO sent GBS a list of 738 K-12 districts that responded to the survey. 56 districts advised they offered retiree "lifetime" benefits.**
- **GBS and CUSD contacted the 56 districts to validate the information and gather additional data. Outreach efforts included phone calls, email and online research.**
- **We were unable, despite repeated attempts, to obtain data from 16 districts, leaving only 40 districts.**

California Districts

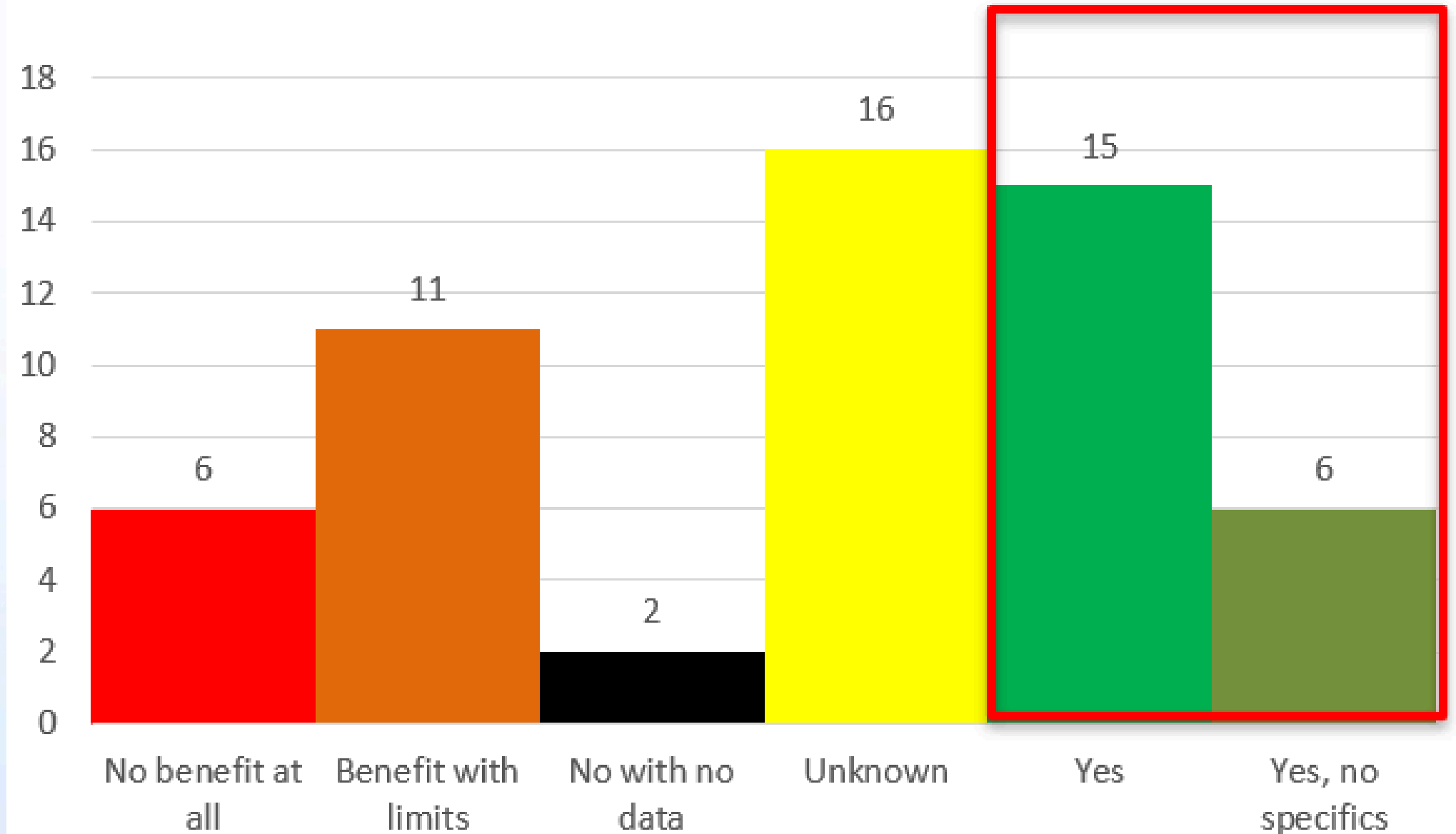


Offering Lifetime Health

Out of the 40 districts who responded, 21 still offer retiree “lifetime” benefits

RESPONSE	COUNT
No Benefits At All	6
Benefits With Limits	11
No with no data	2
Unknown	16
Yes Offers Life Health	15
Yes Offers Life Health, No Specifics	6
Total	56

How Many Districts are offering Retiree “Lifetime” Benefits?



California Districts



Offering Lifetime Health

Districts Offering Retiree Lifetime Benefits

Orinda Unified	Santa Barbara Unified
San Ramon Valley	Berryessa Union Elementary
Clovis Unified	Los Alto Elementary
Parlier Unified* (Classified Only)	Healdsburg Unified
Alhambra Unified	Sonoma Valley Unified
Culver City Unified	Fillmore Unified
Elk Grove Unified	Oxnard Union High
Sacramento City Unified	Pleasant Valley School District
Fontana Unified	Rio Elementary
Escondido Union High School	Ventura Unified
San Francisco Unified	Davis Joint Unified

Out of the 40 districts who responded, 21 are offering retirees lifetime benefits with no limitations

California Districts



Offering Lifetime Health

Districts Offering Retiree Lifetime Benefits

Alameda Unified
Fresno Unified*
El Monte City Elementary
Garvey Elementary
San Marcos Unified
Burlingame Unified
Hillsborough City Elementary
San Mateo-Foster City Elementary
South San Francisco Unified
Woodside Elementary
Soquel Elementary

Out of the 40 districts who responded, 11 are offering retirees lifetime benefits with limits.

Most Common Limits:

- Up to Age 65
- Up to 5 Years
- Up to 10 Years

*Fresno Unified School District offers retirees the same benefits as their active employees until age 65 and then retirees must move to a Medicare Advantage Plan OR the Kaiser Permanente Senior Advantage Plan.

Q AND A



CLOVIS

UNIFIED

SCHOOL DISTRICT

THANK

YOU

