Columbia University
Retiree Benefits for Officers

2018
Retiree Medical & Dental Eligibility

• You must be 55 years or older and have 10 or more years of full-time regular benefits-eligible service with the University, after age 45.

• Coverage is available for you and your spouse/same-sex domestic partner, as well as eligible dependents, provided they were eligible prior to retirement.

• In some instances, you can elect one medical plan, and your spouse/same-sex domestic partner or your eligible dependent, can be covered under a different medical plan if only one of you is eligible for Medicare.

• Children can be covered under the age of 26 only if full-time students.
Retiree Medical & Dental Eligibility

If you choose **not** to enroll in one of the retiree medical plans and/or the retiree dental plan, you have the option to waive the University Retiree Medical and Dental Plan Benefits.

- Plan coverage can be waived for up to five years from your retirement date.
- If you do not contact Columbia and elect coverage within those five years, you will permanently forfeit your eligibility for retiree medical and/or dental coverage.
- You can elect to enroll based on a Qualified Life Status Change, or during the Annual Retiree Enrollment period that takes effect on January 1 of each year.
- You will be asked to provide proof of prior coverage when you request reinstatement in one of the Columbia University retiree medical plans.
# Medical Benefit Coverage Choices

<table>
<thead>
<tr>
<th>If You Are Under Age 65</th>
<th>If You Are Age 65 or Over</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Choice Plus 80</td>
<td>• Indemnity Plan (UHC)</td>
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<tr>
<td>• Choice Plus 90</td>
<td>• Choice Plus 100</td>
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<tr>
<td>• Choice Plus 100</td>
<td>• Medicare Advantage Plans</td>
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<td></td>
<td>• Aetna Medicare (PPO)</td>
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<td></td>
<td>• UnitedHealthcare Group(HMO)</td>
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</tbody>
</table>
Prescription Drug Coverage

• OptumRx administers the prescription drug program for all Columbia University plans, except Medicare Advantage plans.

• The Medicare Advantage plans provide their own prescription drug plan.
  
  – Details of all of the plans offered by Columbia University are available on the benefits website: http://hr.columbia.edu/retired-officers-medical-benefits
# Retiree Health Premiums

<table>
<thead>
<tr>
<th>Medical Plan Option</th>
<th>Over Age 65 Retiree</th>
<th>Over Age 65 Spouse/Same-Sex Domestic Partner</th>
<th>Under Age 65 Retiree</th>
<th>Under Age 65 Spouse/Same-Sex Domestic Partner</th>
<th>Child(ren)</th>
</tr>
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<tbody>
<tr>
<td>Choice Plus 80</td>
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<td>$965</td>
<td>$1,043</td>
<td>$497</td>
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<td>Choice Plus 90</td>
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<td>$1,255</td>
<td>$603</td>
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<tr>
<td>Choice Plus 100</td>
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<td>$1,682</td>
<td>$817</td>
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<tr>
<td>Indemnity Plan (UHC)</td>
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<td>$485</td>
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<td>N/A</td>
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<tr>
<td>Aetna Medicare Advantage (PPO)</td>
<td>$370</td>
<td>$406</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
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<tr>
<td>UnitedHealthcare Group (HMO)</td>
<td>$290</td>
<td>$326</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Columbia University Contribution to Retiree Health Plans

• The University provides a fixed-dollar contribution to support the cost of Columbia University’s Retiree Medical Plan healthcare coverage. Retirees pay the balance of the monthly premium as reflected in the prior slide.

• **Officers retiring after December 31, 2011** are eligible for the monthly fixed dollar contribution from Columbia University at:
  - $72 for a retiree of any age
  - $36 for a spouse or eligible dependent of any age
Medicare Benefits

Medicare is health insurance for individuals who are:

- Age 65 or older;
- Under age 65 with certain disabilities; and
- People of any age with End-Stage Renal Disease.

Medicare is your primary medical insurance coverage once you retire from Columbia at age 65 or attain age 65; Columbia’s Retiree Medical Plan will be your secondary coverage.
The Different Parts of Medicare

Part A – Hospital Insurance

• In most cases, Part A is free, as you paid for it through your FICA Taxes while employed.

• Part A helps cover inpatient care in hospitals, skilled nursing facilities, hospice and home healthcare.

• At least three months prior to your 65th birthday you and your spouse/same-sex domestic partner should contact the Social Security Administration to enroll in Part A.
Different Parts of Medicare

Part B – Medical Insurance

• Part B helps cover doctors and other healthcare providers, outpatient care, durable medical equipment and home health care.

• Covers some preventive services to help maintain your health and to keep certain illnesses from getting worse.

• Each individual is responsible for paying a monthly premium for Medicare Part B. You will also be responsible for an annual deductible.

• In order for a retiree and spouse/partner to enroll in any of the retiree medical plan options with Columbia, they must enroll in Part A & B once they reach age 65.
Different Parts of Medicare

Part C – Medicare Advantage Plans

- Medicare also sponsors approved private insurance companies, similar to the UnitedHealthcare Group Medicare Advantage Plan (HMO) or the Aetna Medicare PPO Plan that Columbia offers.

- Summary Plan Benefits and Enrollment forms for the two Medicare Advantage Plans offered by Columbia University can be viewed and printed by visiting the HR Benefits website at http://hr.columbia.edu/find-out-about/retired-officers-benefits or by contacting the Benefits Service Center at hrbenefits@columbia.edu.
Different Parts of Medicare

Part D – Medicare Prescription Drug Coverage

- This contributory prescription drug coverage is available on a voluntary basis to anyone who is eligible for Medicare.

- You will not be penalized as long as you have other creditable prescription drug coverage and do not incur a 63-day break in coverage.

- The OptumRx plan under the Columbia Retiree Medical plans are on average at least equivalent to this coverage, therefore you are not required to enroll in Medicare Part D.
More on Medicare

- Enroll in Medicare at least 60 days prior to turning age 65 or prior to the first day of the month in which you will retire.

- If you wait and reach age 65, there will be a period in which you will not have Part B coverage.

- If you opt to enroll in one of the Medicare Advantage Plans offered by Columbia University, you must be enrolled in Medicare Parts A and B.

  Note: The insurer (UHC or Aetna Medicare Advantage plans) will coordinate benefits with Medicare and will be your primary plan.

- Medicare Advantage plans include prescription drug coverage.
Your Cost for Medicare Part B

• Most people pay the lowest premium amount.

• If your modified adjusted gross (MAG) income as reported on your most recent IRS tax return is above a certain amount, you may pay more in premiums.

  – **Individuals**: Based on MAGI of < $85,000
  
  – **Married Couples**: Based on MAGI of < $170,000
Dental

- COBRA Dental
  - You can maintain the Aetna Dental plan that you currently have with Columbia for up to 18 months after retirement.
- Aetna Columbia Dental – 2018 Monthly Cost
  - Single $ 40
  - Yourself and One $ 80
  - Family $119
Discount Dental Plan

• Dental Plan for Retirees

• Services provided by a network of faculty and alumni from the Columbia College of Dental Medicine (CDM).

• You must receive care from a dentist listed in the provider directory or who is part of a designated facility.

• There are no preauthorizations, claim forms, exclusions, limitations for preexisting conditions or deductibles, however, you are not covered for care by a dentist outside the network.

• Annual cost – $180 retiree only; $360 retiree plus one; $540 retiree and family

Note: The annual cost is not prorated.
Life Insurance Coverage

• Group coverage ends upon retirement.

• If you currently participate in the life insurance plan, you are entitled to convert to an individual life insurance policy from the insurer for any amount up to your current group coverage.

• You cannot be denied coverage due to your health status. This means that you do not need to complete an evidence of insurability (EOI) form when converting your coverage.

• If you wish to convert your policy, Cigna Life will automatically send you a conversion notice when your retirement is processed.
Flexible Spending Accounts

Transit and Parking Reimbursement Programs

• These benefits cease upon retirement.

• You have until March 31 of the year following your retirement date to submit claims for expenses incurred in the current year up through the last day worked.

• Submit receipts with a completed claim form to EBPA.

• Forms can be found at http://hr.columbia.edu/benefits.

• If you have any questions, call EBPA at 888-456-4576 or go to www.ebpabenefits.com.
Flexible Spending Accounts

Healthcare and Dependent Care FSAs

• These benefits cease upon retirement. You have until March 31 of the year following your retirement date to submit claims for expenses incurred in the current year up through your last day worked.

• Submit receipts along with a completed claim form to UnitedHealthcare (UHC) at www.myuhc.com.

• Forms can be found at http://hr.columbia.edu/forms-docs/forms#fsa.

• If you have any questions, call UHC at 800-232-9357 or go to www.myuhc.com.
Health Savings Account (HSA)

- As an Officer, you were eligible to participate and set aside tax-free funds using a HSA, provided you were not enrolled in Medicare Part A or B.

- The money remains yours even after you retire from Columbia and this money must be used for qualified medical expenses, dental and vision care, prescription drugs, COBRA premiums and post-retirement Medicare coverage.

- If you withdraw HSA funds to pay for non-qualified expenses, you will pay taxes on that distribution, along with an additional 20% penalty if under age 65.

- Optum Bank is the administrator of the HSA. You may contact Optum Bank at 800-791-9361 or at www.optumbank.com.
If you are enrolled in Long-Term Care Insurance, you will pay your premiums directly to the insurance provider.

This process may take up to 60 days from your retirement date, but your coverage will not lapse.

- **Genworth**: 800-416-3624 or [www.genworth.com/columbia](http://www.genworth.com/columbia)
- **John Hancock**: 800-964-3039 or [columbia.jhancock.com](http://columbia.jhancock.com)
Long-Term Disability

• Your group long-term disability coverage terminates upon retirement.
Retirement Plans

- As an Officer, you had two retirement savings plans:
  - Columbia University Retirement Plan for Officers (University contributions to a retirement plan on your behalf)
  - Voluntary Retirement Savings Plan (contributions deducted from your paycheck)

You have several options available at Retirement:

- Leave assets in their current investments
- Roll over the assets to a successor plan (e.g., IRA)
- Take a lump sum distribution
- Contact TIAA or Vanguard for other options
Retirement Plans

• If you participated in the Columbia University 457(b) Deferred Compensation Plan, upon retirement you may:
  • Take a lump sum distribution
  • Direct transfer to new employer’s eligible 457(b) Plan
  • Fixed period payments
  • Defer until age 65 or 70½

Note: Decision for 457(b) Plan must be made within 150 days of your retirement date
Questions about managing your Retirement Plan and VRSP investments, Plan payments, Rollovers or Distributions:

- **TIAA**: 1-800-842-2252, [www.tiaa.org/columbia](http://www.tiaa.org/columbia)
  - University Retirement Plan #100430
  - Voluntary Retirement Savings Plan #100431

- **Vanguard**: 1-800-523-1188, [www.vanguard.com](http://www.vanguard.com)
  - University Retirement Plan #090067
  - Voluntary Retirement Savings Plan #096141
Tuition Exemption Benefits – for You as a Retiree

To retire with Tuition Exemption Benefits,* an Officer must be 55 years or older and must have completed 10 years of continuous benefits-eligible service as a regular, full-time Officer after age 45, and must have retired immediately after terminating employment with Columbia University.

*See Policy for details on eligibility, how the benefit works and application procedures.
Tuition Exemption Benefits – for You as Retiree

• **Degree Programs in Progress**: Eligible to receive Tuition Exemption Benefits to complete a degree program started before retirement.

• **Audit Courses**: Eligible to audit open courses* at the School of Continuing Education.
  
  – Exempt from tuition and related fees
  
  – Retirees must review open courses to audit and submit applications online to the Office of Admissions

*Not all courses are eligible to be audited.
Tuition Exemption Benefits – for Your Dependents

Undergraduate Tuition at Columbia Only

Children are eligible for undergraduate Tuition Exemption Benefits as defined in the Policy:

• Must be matriculated into a degree program by the end of the month they turn age 26

• Must maintain matriculation status in undergraduate degree program once started

• Not eligible to audit courses with tuition exemption
Tuition Exemption Benefits – for Your Dependents

Undergraduate Tuition at Columbia Only

**Spouse/Same-Sex Domestic Partners** are eligible for undergraduate Tuition Exemption Benefits as defined in the Policy.

- What is covered is based on when the Officer was hired, rehired, appointed or promoted and has been continuously employed at Columbia University:
  - **Hired after July 1, 2011** – Not Eligible for tuition benefits
  - **Hired on or Before July 1, 2011** – Eligible to complete undergraduate degree programs that began by the Fall Term 2011, at Columbia only
Graduate Tuition at Columbia Only

Eligibility and what is covered for graduate tuition depends on the date when the Officer was hired, rehired, appointed or promoted and continuously employed* at Columbia University as a full-time, regular Officer.

* Requests for Graduate Tuition Exemption Benefits are researched to confirm continuous employment.
Tuition Exemption Benefits – for Your Dependents

The Tuition Exemption benefit for Graduate School or Graduate level courses as defined in the policy – children are eligible for graduate Tuition Exemption Benefits regardless of age, financial dependency or marital status.

• **After June 30, 1993** – Not Eligible

• **Between July 1, 1987 and June 30, 1993** – 50% of Tuition Cost

• **Before July 1, 1987** – 100% of Tuition Costs

**Spouse/Same-Sex Domestic Partners** are eligible for graduate Tuition Exemption Benefits.

• **After June 30, 1993** – not eligible

• **Between July 1, 1987 and June 30, 1993** – 7 points per term

• **Before July 1, 1987** – 100% of Tuition Cost
Tuition Exemption Benefits – Additional Information

• Graduate Tuition Benefits may not be used for courses at the Law School.

• The value of Tuition Exemption Benefits for graduate level courses is treated as part of the retiree’s taxable income and is reported on a 1099-Misc. Tax form.

• There are two Tuition Exemption Benefit Forms for retirees:
  – Tuition Exemption Benefit form – Retirees Post 1993
  – Tuition Exemption Benefit form – Pre-1993 Employees and Retirees
College Tuition Scholarship (CTS)

To retire with College Tuition Scholarship benefits, an Officer must be 55 years or older and must have completed 10 years of continuous benefits-eligible service (as a regular, full-time, Officer) on or after age 45, and must have retired immediately after terminating employment with Columbia University.*

- Upon the Officers retirement, children remain eligible for CTS benefits for which they were eligible under the terms in effect (at the time the application is submitted).

- CTS provides the lesser of 50% of the institution’s undergraduate tuition or 50% of the current year’s Columbia College undergraduate tuition, up to eight semesters (or equivalent number of trimesters or quarters).

- Summer courses are not included in the eight semesters covered.

- To request the CTS benefit, print, sign and submit the CTS Checklist & Application form.

*See Policy for details on eligibility, how the benefit works & application procedures.
Primary Tuition Scholarship (PTS)

To retire with Primary Tuition Scholarship (PTS), an Officer must be 55 years or older and must have completed 10 years of continuous benefits-eligible service (as a regular, full-time, Officer) on or after age 45, and must have retired immediately after terminating employment with Columbia University.*

- Upon the Officers retirement, children remain eligible for PTS benefits for which they were eligible under the terms in effect (at the time the application is submitted).

- PTS provides between 10% and 35% (according to family income) of your dependent child’s tuition for grades K – 8 at a private school within the five boroughs of New York City.

- Both you and your child must live within the five boroughs of New York City.

- To request PTS benefit, print, sign and submit the PTS Checklist & Application form.

*See Policy for details on eligibility, how the benefit works and application procedures.
Helpful Websites & Contact Information

Tuition Programs

• **Policy Statements:** Tuition Exemption Benefits for Officers, CTS and PTS
  
  – *To view policies:* [http://hr.columbia.edu/benefits/tuition](http://hr.columbia.edu/benefits/tuition)
  
  – *To access forms:* [http://hr.columbia.edu/forms-docs/forms](http://hr.columbia.edu/forms-docs/forms)
  
  – *Tuition Exemption Benefit forms* – Submit completed forms to:
    
    Columbia HR Benefits, 615 West 131st, 4th Floor, New York, NY 10027
  
  – CTS and PTS forms *must* be submitted to EBPA

• **Columbia Benefits Service Center:** 212-851-7000 or email hrbenefits@columbia.edu
Auditing Courses

- School of Continuing Education, Office of Admissions: 212-854-9666 or email ce-info@columbia.edu
  - To view courses open for auditing: www.columbia.edu/cu/bulletin/uwb/
  - To submit application: ce.columbia.edu/auditing/lifelong-learners-auditing-program
Continuing Association

Renewing Your Columbia University ID Card

- Morningside Campus: 204 Kent Hall

  **Note:** If spouse of retiree needs an ID, they should go to 201 Butler Library

- CUMC (Uptown): P&S Building, 630 West 168 Street, Room 1405C, 1st floor

- Columbia ID is valid for five years
Continuing Association

Dodge Fitness Center

• Columbia retired employees may purchase a basic membership at a 50% discount

• Dodge Fitness Center
  3030 Broadway MC 1928
  New York, NY 10027

• Membership Office Hours & Phone Number:
  Monday and Thursday; 9:00 a.m.-7:30 p.m.
  Tuesday, Wednesday, Friday; 9:00 a.m.-4:30 p.m.
  212-854-2547; 212-854-2546
General Contacts

• Social Security Administration (SSA): www.ssa.gov, 800-772-1213

• Medicare: www.medicare.gov, 877-267-2323

• Library Information Office – 212-854-7309 or email lio@columbia.edu
  – 201 Butler Library
  535 West 114th St.
  New York, NY 10027

• Health Advocate: 866-799-2725

• Medicare Rights: 800-333-4114
Contact Us

• Columbia Benefits Service Center
  615 West 131st Street, MC 8703
  Studebaker 4th Floor
  New York, NY 10027
  212-851-7000
  fax: 212-851-7025 (*SECURE*)

  hrbenefits@columbia.edu

  Office Hours: Monday through Friday, 9:00 a.m. - 4:00 p.m.

• The Office of Faculty Retirement
  faculty.retirement@columbia.edu