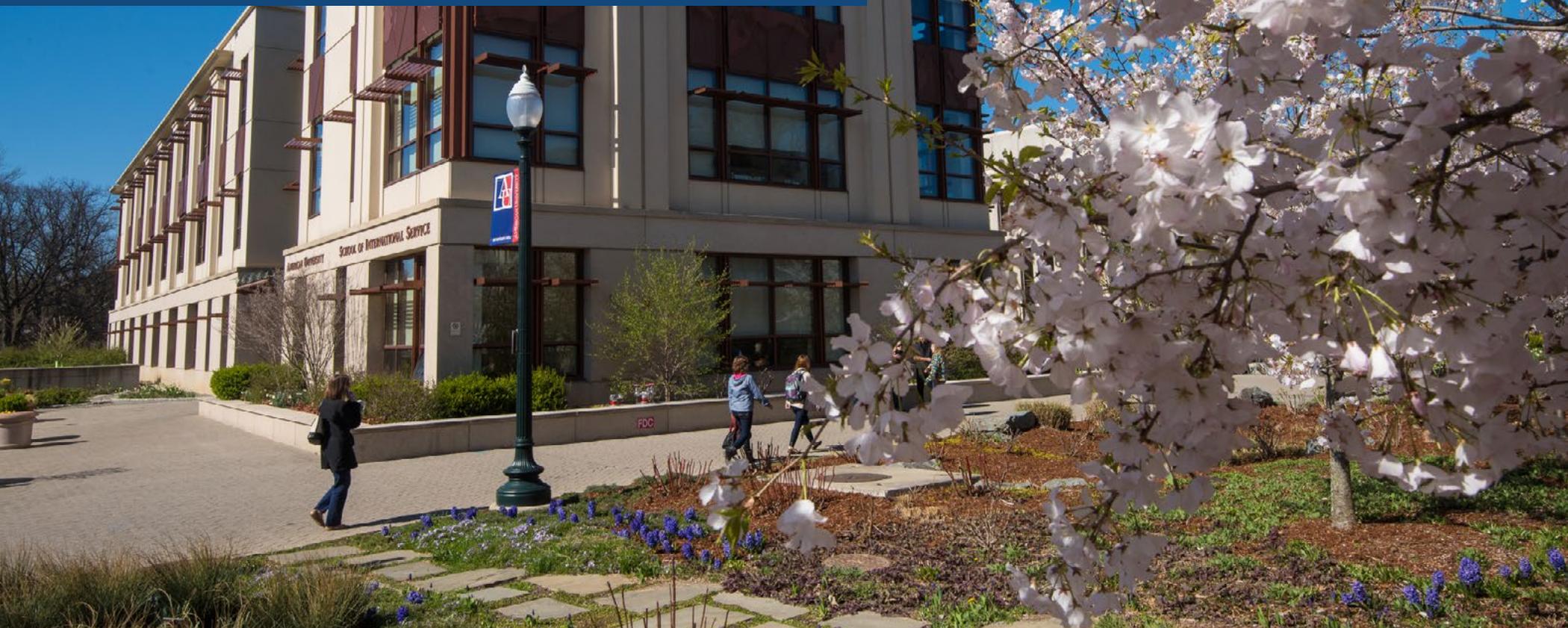




# American University

2021 Benefit Options & Enrollment Guide  
Benefits Extension Plan



A quick guide to your benefit options

 OFFICE of HUMAN RESOURCES  
AMERICAN UNIVERSITY • WASHINGTON, DC

Medical & Prescription

Dental

Education

# Benefits Extension Plan for American University Retirees

## Medical and dental benefits

As an American University retiree, you may:

- enroll in medical and prescription and/or dental benefits when you retire
- make changes to your plan when you have a qualifying life event

## Medicare eligible retirees

If you are age 65+ Medicare Parts A and B become your primary insurance. You must enroll in Medicare Supplemental and Part D prescription insurance through Mercer Marketplace 365+ Retiree<sup>SM</sup>.

You are encouraged to call Mercer Marketplace 365+ Retiree at (855) 871-0436 and speak with a Mercer benefits counselor at least three months before your 65<sup>th</sup> birthday to ensure that you continue to have comprehensive health coverage when you turn age 65. Through Mercer Marketplace 365+ Retiree you may also enroll in dental and vision coverage.

## Education benefits for retirees

Eligible faculty and staff who retire from active employment with the university, have a minimum of 20 years of service, and whose age plus service is equal to or greater than 80, may continue to use the education benefits program for regularly scheduled courses at American University or the Wesley Theological Seminary.

If you have questions regarding your Benefits Extension Plan (BEP) retirement medical and dental benefits or education benefits for retirees, call (202) 885-3836 or email [hrpayrollhelp@american.edu](mailto:hrpayrollhelp@american.edu).

American University makes every effort to ensure the accuracy of the information in this guide. However, if there are discrepancies between the guide and the legal documents governing a plan or program (the “plan documents”), the plan documents will always govern. American University reserves the right to amend or terminate any benefit plan at its sole discretion at any time, for any reason.

## Qualifying life events

You can change your medical and/or dental plans during the year, according to the IRS rules, only when you experience a qualifying life event such as:

- Marriage, divorce or legal separation
- Death of a spouse, domestic partner, or dependent
- Birth or adoption of a new dependent or gaining legal custody of a new dependent
- A change in a dependent’s eligibility status
- Employment change for a spouse or domestic partner
- A change in your employment status or that of your spouse or domestic partner
- A change of your residence

## Eligibility

To participate in the BEP medical and dental, you must have elected a university group plan prior to retirement and that election must have been in effect at the time of your retirement from active service. If you did not have a university health plan in effect when you retired, you cannot enroll in the BEP.

### Becoming eligible for Medicare

When you turn age 65, you become eligible to enroll in Medicare Parts A and B. At that time, AU group medical and dental insurance ends and Medicare Parts A and B become your primary insurance. You must enroll in Medicare Supplemental and Part D prescription insurance through Mercer Marketplace 365+ Retiree<sup>SM</sup>.

You are encouraged to call Mercer Marketplace 365+ Retiree at (855) 871-0436 and speak with a Mercer benefits counselor at least three months before your 65<sup>th</sup> birthday to ensure that you continue to have comprehensive health coverage when you turn age 65.

### Special note for dependents under age 65

If you have an eligible dependent who is under age 65, they will need to remain with the current American University BEP medical, prescription, and/or dental plan, subject to the eligibility requirements of the plan until they reach age 65. This is separate from any insurance coverage that you may obtain through Mercer Marketplace 365+ Retiree.

Upon reaching age 65, your dependent is invited to select from the health care, prescription, and/or dental options available through Mercer Marketplace 365+ Retiree.

If you have an eligible dependent child who is under age 26, they can be covered under the American University medical, prescription, and/or dental plan for active employees, subject to the eligibility requirements of the plan, until they reach age 26. When your dependent child turns age 26, they will be covered through the end of the year they turn age 26 and will then become eligible to continue coverage through COBRA for up to 36 months.

### Eligibility for health care subsidy

If you were hired before January 1, 1993 at age 55 or above, you may be eligible for a subsidy from the university towards the cost of your health coverage. The subsidy will be available to you via a Health Reimbursement Arrangement (HRA) account.

BEP subsidies are dependent on your years of service and age at retirement. Visit [www.american.edu/hr/BEP](http://www.american.edu/hr/BEP) for more information about the health care subsidy.

## Enrollment

### Medicare-eligible retirees & dependents (retired and at least 65 years of age)

American University partnered with Mercer Marketplace 365+ Retiree, a private health insurance solution, to provide you and your dependents with the flexibility to select from a variety of individual health insurance options with varying levels of coverage that best meets your needs and budget. This has the potential to lower your health insurance costs found in our traditional Benefits Extension Plan.

When you turn age 65, you become eligible to enroll in Medicare Parts A and B. At that time, AU group medical and dental insurance ends and Medicare Parts A and B become your primary insurance. You must enroll in Medicare Supplemental and Part D prescription insurance through Mercer Marketplace 365+ Retiree.

You are encouraged to call Mercer Marketplace 365+ Retiree at (855) 871-0436 and speak with a Mercer benefits counselor at least three months before your 65<sup>th</sup> birthday to ensure that you continue to have comprehensive health coverage when you turn age 65.

### Retirees under age 65

If you are a BEP participant under age 65, please complete, sign and mail your enrollment form to:

The Office of Human Resources  
American University  
4400 Massachusetts Avenue, NW  
Washington, DC 20016-8054

Or email your completed and signed form to [hrpayrollhelp@american.edu](mailto:hrpayrollhelp@american.edu).

You may obtain a copy of the form online by visiting [www.american.edu/hr/BEPenroll](http://www.american.edu/hr/BEPenroll).

If you need assistance, please email [hrpayrollhelp@american.edu](mailto:hrpayrollhelp@american.edu) or call (202) 885-3836.



## Cost for coverage for retirees under age 65

If you are not yet eligible for Medicare (under age 65), but you are eligible for a subsidy from the university towards the cost of your health coverage, your subsidy will reduce your out-of-pocket cost for the medical plan.

The costs shown below are the base rates for each plan and level of coverage.

Plans		2021 Rates
CareFirst & Express Scripts	Individual	\$797.40
	Individual + 1	\$1,593.31
	Family	\$2,309.83
Kaiser Permanente	Individual	\$521.86
	Individual + 1	\$1,046.49
	Family	\$1,518.62
Delta Dental Comprehensive	Individual	\$40.53
	Individual + 1	\$81.07
	Family	\$117.51
Delta Dental Basic	Individual	\$32.31
	Individual + 1	\$64.42
	Family	\$93.38

## Coordination with Medicare Part B

As of July 1, 2004, the university requires its health plans to coordinate with Medicare Part B for all retired faculty and staff, regardless of date of retirement.

Medicare Part B is optional coverage that provides major medical coverage such as physician office visits.

## Medical coverage for retirees under age 65

American University offers a choice between two medical options:

- **CareFirst BlueChoice Advantage** offers the flexibility to choose from BlueChoice and BluePreferred PPO providers locally and BlueCard PPO providers nationwide for in-network benefits as well as out-of-network providers.
  - Your choice of provider affects your out-of-pocket costs in the CareFirst plan
    - Out-of-network deductibles, maximums, and other costs are significantly higher than those in-network.
    - Visit [www.carefirst.com](http://www.carefirst.com) to find an in-network provider, but please call the provider's office directly to confirm that they still participate in the CareFirst network.
  - CareFirst participants use the Express Scripts pharmacy program
    - After the first three retail prescription fills for maintenance drugs, CareFirst participants pay an additional \$10 for each retail fill.
    - CVS Smart90 is an Express Script program that allows you to fill a maintenance medication at your local CVS store for a 90-day supply.
    - Excluded drugs do not apply towards out-of-pocket maximums.
- **Kaiser Permanente HMO** utilizes a local network of facilities and providers with over 30 locations in the DC, Maryland, and Virginia region.
  - You must select a Kaiser Primary Care Physician (PCP) to obtain care within the network.
  - As needed, your PCP will refer you to a specialist.
  - Except in emergency situations, coverage is not provided for care received outside of the network.
  - Prescriptions can be filled at a Kaiser facility or at a participating network or community pharmacy.
  - Visit [www.kaiserpermanente.org](http://www.kaiserpermanente.org) to locate a medical provider and select DC, Maryland, or Virginia as your region.

### Terms to know

**Annual deductible** is the amount you pay before your insurance begins covering certain services, such as hospitalization or outpatient surgery.

**Coinsurance** is the amount you pay as a percentage of the allowed cost of your services, after you reach the annual deductible and until you reach the plan's out-of-pocket maximum.

**Copayment (copay)** is a fixed amount you pay for a health care service.

**Out-of-pocket maximum** is the most you'll pay for covered medical services in a calendar year. Once you meet it, the plan will pay the full cost of additional expenses.

**Generic drugs** meet the same standard quality and are an ingredient or therapeutic match to the brand name equivalent.

**Brand name formulary drugs** have no generic equivalent and are included on the plan's preferred drug list.

**Brand name non-formulary drugs** have no generic equivalent and are not included on the plan's preferred drug list.



## Dental coverage for retirees under age 65

American University offers a choice between two dental plans from Delta Dental:

- **Delta Dental Basic** covers screenings, cleanings, fillings, and periodontics, and is available for a lower monthly cost. For the Basic Plan you **must** choose a dentist who is in the Delta Dental PPO network. The Basic Plan does not provide coverage for services from a Premier or non-participating dental provider.
- **Delta Dental Comprehensive** helps you pay for most necessary dental services and supplies, including orthodontia, and offers the flexibility to choose from PPO, Premier, and out-of-network dentists. However, the dentist you choose determines the level you pay out-of-pocket.

Reimbursements are based on PPO contracted fees for PPO dentists, PPO contracted fees for Premier dentists, and PPO contracted fees for non-Delta Dental dentists.

- You pay the least out-of-pocket if you see a dentist in the Delta Dental PPO network;
- You pay a little more out-of-pocket if you see a dentist in the Delta Dental Premier network; and
- You pay the most out-of-pocket for seeing a dentist who is not affiliated with Delta Dental.

### Terms to know

**Allowed benefit** is the maximum amount the plan will pay for a covered service. This is also known as the “eligible expense,” “payment allowance,” or “negotiated rate.” If you use a Premier or non-affiliated dentist, and the charges are more than the plan’s allowed benefit amount, you may have to pay the difference (also called **balance billing**).

### Finding a dentist/confirming your dentist’s participation

The **Basic Plan** requires that you choose a PPO network dentist.

The **Comprehensive Plan** lets you select any licensed dentist, but you can save more when you select a dentist who participates in the Delta Dental PPO or Premier network. Please contact your dentist’s office to confirm that they participate in Delta Dental PPO or are a Premier provider.

### Predetermination of dental benefits

If your dental care will be extensive, ask your dentist to complete and submit a claim form to Delta Dental for a predetermination of benefits. Delta Dental will advise you exactly which procedures are covered, the amount that will be paid towards the treatment, and your financial responsibility.



## Education benefits for retirees

Eligible faculty and staff who retire from active employment with the university, have a minimum of 20 years of service, and whose age plus service is equal to or greater than 80, may continue to receive education benefits.

Please note that all graduate-level tuition remission and education benefits for dependent children are 100% taxable. In addition, tuition remission for spouse or domestic partners are also subject to taxation.

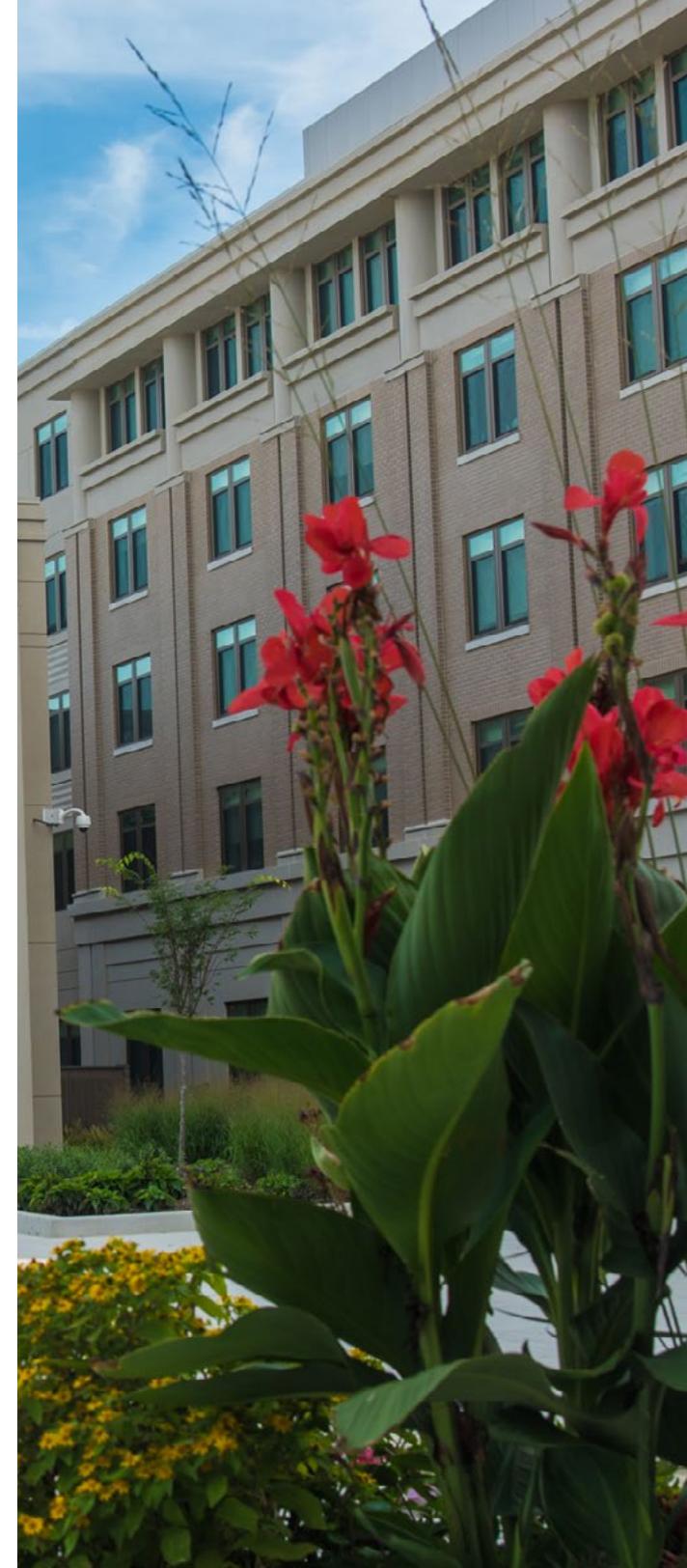
### Tuition remission

American University provides tuition remission benefits for eligible courses taken by an eligible retiree or a retiree's spouse or domestic partner at American University or the Wesley Theological Seminary.

### Benefits for eligible dependent children

American University offers eligible dependent children of eligible retirees three education benefits to provide financial assistance for higher education tuition including:

1. AU Dependent Tuition Scholarship - Tuition remission for full-time regular or provisional enrollment in a degree program at American University or the Wesley Theological Seminary.
2. Tuition Exchange - Tuition remission at another institution participating in the Tuition Exchange, Inc. scholarship program.
3. Cash Grants - Grants of \$725 per semester, \$1,450 per academic year (fall and spring semesters only). Some restrictions apply.



## Contact information

### Benefit Billing/Payments

#### ConnectYourCare

(855) 687-2021

[www.connectyourcare.com](http://www.connectyourcare.com)

### Dental

#### Delta Dental

(800) 932-0783

[www.deltadentalins.com](http://www.deltadentalins.com)

### Medical

#### CareFirst

(800) 628-8549

[www.carefirst.com](http://www.carefirst.com)

#### Kaiser Permanente HMO

(301) 468-6000

[www.kaiserpermanente.org](http://www.kaiserpermanente.org)

### Medicare Exchange

#### Mercer Marketplace 365+ Retiree

(855) 871-0436

### Prescription Drug

#### Express Scripts

(CareFirst Participants)

(877) 486-5984

[www.express-scripts.com](http://www.express-scripts.com)

#### Kaiser Permanente

(301) 468-6000

[www.kaiserpermanente.org](http://www.kaiserpermanente.org)

### Retirement Benefits

#### Fidelity

(800) 343-0860

[www.netbenefits.com/au](http://www.netbenefits.com/au)

#### TIAA

(800) 842-2252

[www.tiaa.org/american](http://www.tiaa.org/american)



OFFICE of HUMAN RESOURCES  
AMERICAN UNIVERSITY • WASHINGTON, DC

#### American University

#### Office of Human Resources

(202) 885-3836

[hrpayrollhelp@american.edu](mailto:hrpayrollhelp@american.edu)

#### Mailing Address

4400 Massachusetts Ave, NW

Washington, DC 20016-8054

#### Office Location

3201 New Mexico Ave, NW, Suite 350

Washington, DC 20016-8054

