



Serving those who serve South Carolina

General Session

2018 Benefits at Work conference



Updates for 2019

Adult well visits, MoneyPlus vendor, Naturally Slim

Adult well visits covered effective January 1, 2019



- Available to all adult State Health Plan primary members based on coverage schedule.
- Subject to copayments, deductibles and coinsurance.
- Member does not automatically receive all available services; doctor determines what services from approved United States Preventive Services Task Force items the member may need.
- Learn more in *Insurance 101* session.



Naturally Slim

- Obesity is one of the top cost drivers in the State Health Plan.
- Naturally Slim is an online program that will teach participants how to lose weight and improve their health without giving up their favorite foods.
- Learn more in *Insurance 101* session.

Changes coming to MoneyPlus



- ASIFlex is new MoneyPlus flexible benefits administrator.
- Learn more in *MoneyPlus* session.



State Health Plan benchmarks

State Health Plan cost vs. national trends



	Public and private sector insurance plans ¹	State Health Plan ²
2013	5.6%	4.0%
2014	8.1%	-1.4%
2015	8.5%	8.9%
2016	7.5%	4.0%
2017	9.3%	5.5% ³
5-year average (2013-2017)	7.8%	4.2%

1 Includes active participants and retirees under the age of 65 in private and public sector insurance plans.

2 Trend is defined as claims paid per employee/dependent.

3 Incurred in 12 months; paid in 18 months

Data from the most recent *Segal Health Plan Cost Trend Survey*.

2018 composite monthly premiums¹



Compared to other state employee health plans

	Employer	Employee	Total
State Health Plan	\$533.25	\$159.71	\$692.96
South ²	\$726.00	\$186.19	\$912.19
United States	\$890.87	\$182.02	\$1,072.89

1 Composite monthly premiums: weighted average of all PEBA health subscribers enrolled in each coverage level.

2 South includes Alabama, Arkansas, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia.

Data from the 2018 PEBA 50-State Survey.

2017 average annual deductible



	Amount
State Health Plan	\$445
Large public and private sector employers ¹	\$856
Public and private sector employers in South ²	\$1,149

1 Large public and private sector employers: ≥ 200 employees in public and private sectors.

2 Public and private sector employers in South includes Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia and West Virginia.

Data from the *Kaiser Family Foundation Employer Health Benefits 2017 Annual Survey*.

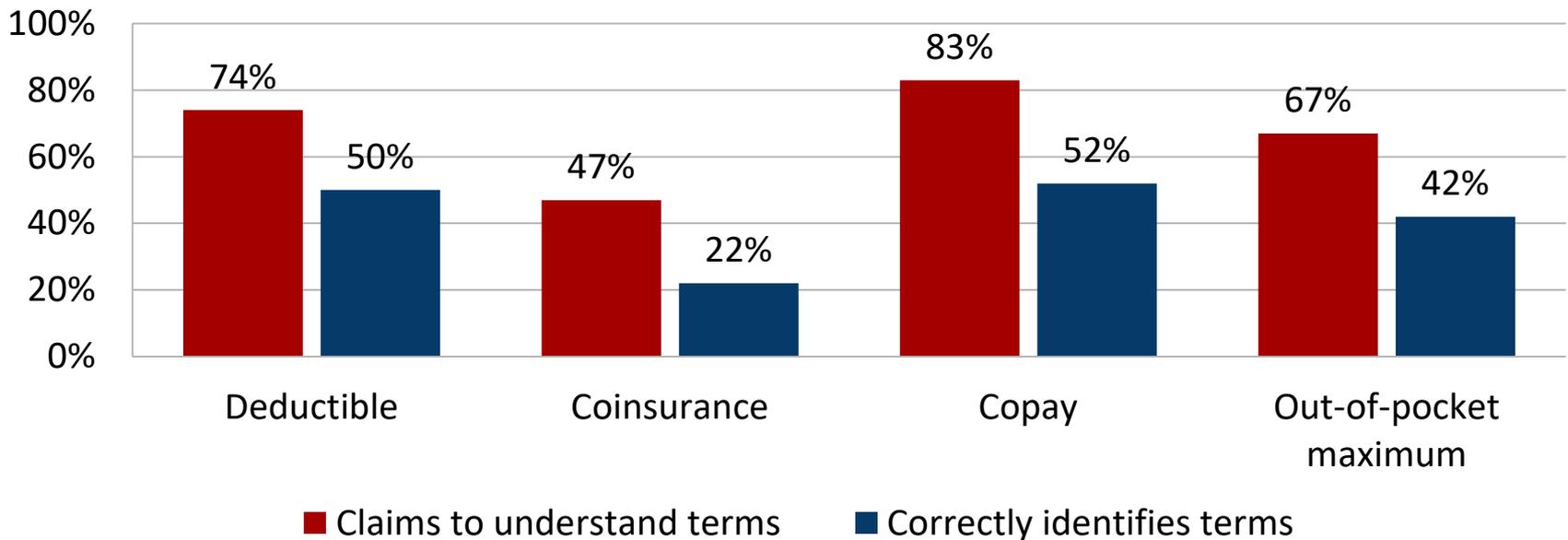


***Why are we Drilling
Down on Our
Benefits?***

Understanding insurance concepts



Insurance knowledge among all age groups:
confidence vs. comprehension¹



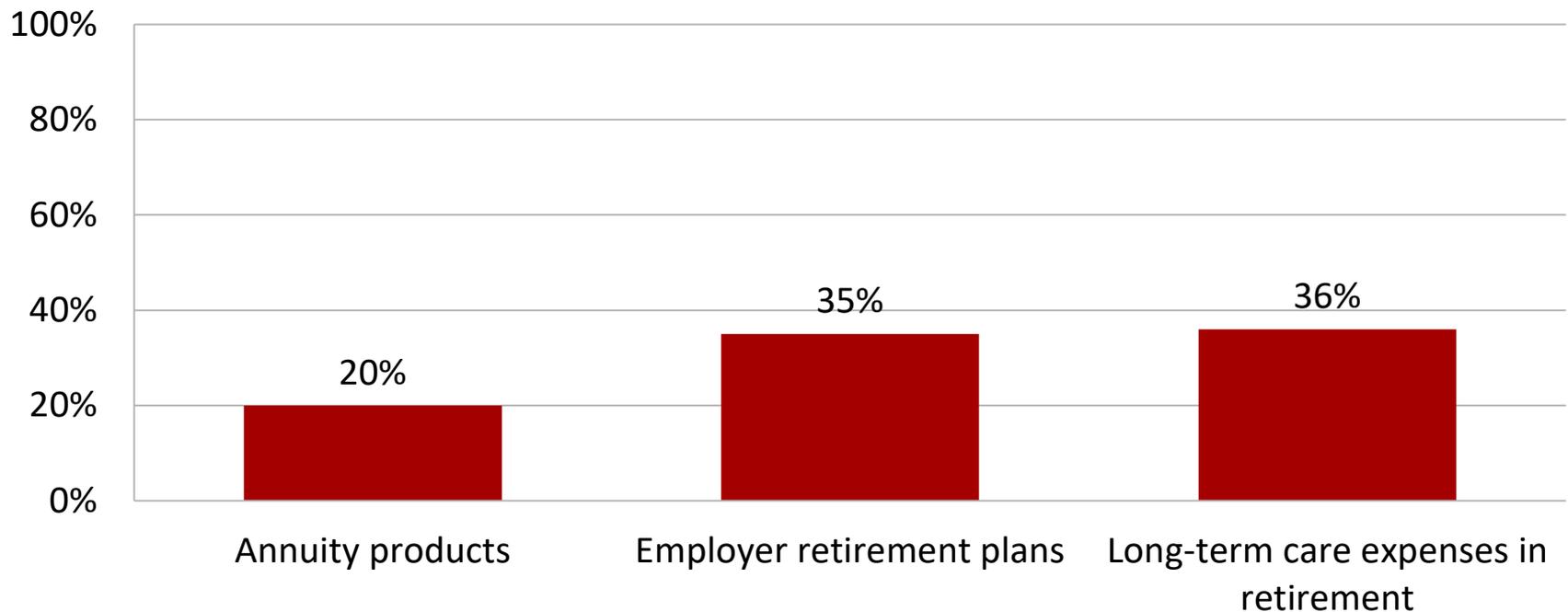
Only 36 percent of millennials can correctly identify any one of the four terms.

¹ <https://www.peoplekeep.com/blog/survey-shows-poor-individual-health-insurance-literacy>

Understanding retirement concepts



Retirement concepts average quiz score among all age groups¹

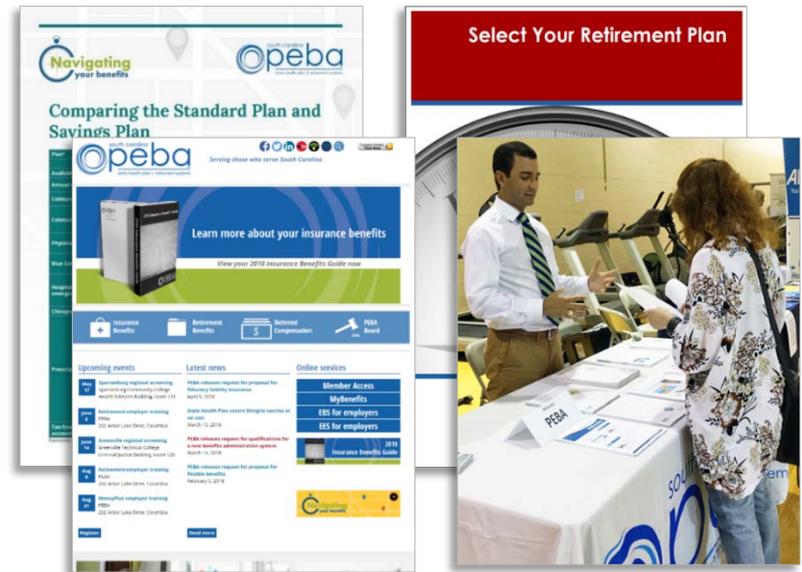


¹ <http://retirement.theamericancollege.edu/research/2017-ricp-retirement-income-literacy-survey>

Drilling Down on Our Benefits



- A detailed look at the tools that help you and your employees make best use of benefits.
- Benefits administrators are front-line educators; we want to help you:
 - Provide educational materials to employees;
 - Ensure employees receive appropriate information at time of hire; and
 - Make sure employees always have current information.
- We want you to leave with:
 - A better understanding of familiar tools; and
 - New awareness of unfamiliar tools.





Your feedback

- Changes and improvements to tools come from your feedback:
 - Employer Advisory Group meetings;
 - Direct, one-on-one communication; and
 - Surveys.
- Example: ending TERI communication:
 - Employer feedback helped PEBA create flyers.
 - Employer-requested onsite counseling sessions had positive response from participants.
- Let us know your concerns and your employees' concerns. Email EmployerServices@peba.sc.gov.

Navigating your benefits

south carolina peba
the teacher's plan retirement system

Your choices when ending TERI participation

Ending your Teacher and Employee Retention Incentive (TERI) program participation involves a lot of choices. You need to be prepared to make decisions such as when you will end your TERI participation, how you will receive your TERI balance, and whether you will return to covered employment.

When to end your TERI participation

You may end your TERI period on the original end date which you selected at retirement, or you may choose to end your TERI participation before or after the original end date you chose at retirement. Be sure to inform your employer and the South Carolina Public Employee Benefit Authority (PEBA) if you choose a different TERI end date from the date you chose at retirement. No matter what date you select, your TERI participation cannot continue for more than five years and may not continue after the closure of the TERI program on June 30, 2018.

How to end your TERI participation

Notify your employer and PEBA that you intend to end your TERI participation. When you end your participation, you must terminate all employment covered by the South Carolina Retirement System (SCRS). You will not be eligible to receive the distribution of your TERI balance or your regular monthly SCRS retirement benefit until you end this employment.

How to receive your accumulated TERI balance

State law requires you to receive the balance in your TERI account, with or without a direct rollover. You have several options, all of which will have some tax impact.

- Single-sum payment** You receive the entire balance of your TERI account through a direct deposit from SCRS. Twenty percent federal tax is required to be withheld on the taxable portion. You can also choose to withhold an amount in addition to the automatic 20 percent federal tax withholding, such as a withholding to cover additional federal taxes or South Carolina income taxes. South Carolina does not have a mandatory withholding amount.
- Direct rollover** You transfer the full taxable portion of your TERI balance into a qualified retirement plan, such as another 401(a) plan, a pretax 401(k) plan or an Individual Retirement Account (IRA). If your employer participates in the South Carolina Deferred Compensation Program and you have established an account in the Program, you can take advantage

Continued on back

SCPEBA 07/2017 | Expires 06/30/2018
Data classification: public information



Conference sessions

Conference session agenda



8 - 8:45 a.m. Registration/breakfast

9 - 9:25 a.m. *General Session*

9:30 - 10:30 a.m. *MoneyPlus*

10:30 - 10:45 a.m. Break

10:45 - 11:45 a.m. Concurrent workshops

11:45 a.m. - 1:15 p.m. Lunch (on your own)

1:15 - 2:15 p.m. Concurrent workshops

2:15 - 2:30 p.m. Break

2:30 - 3:30 p.m. Concurrent workshops

3:30 - 4 p.m. *Closing Session*



MoneyPlus

- ASIFlex introduction.
- 2019 MoneyPlus processes:
 - Enrollment.
 - Payroll submission.
 - Claims processing.
 - Customer service.



Insurance 101

- 2019 State Health Plan premiums and cost sharing.
- Adult well visits.
- Naturally Slim.
- Open enrollment for 2019 plan year.
- Retiree insurance eligibility, return-to-work retiree coverage.
- National Medical Support Notices.



Retirement 101

- Contribution rates.
- Disability retirement application deadline changes.
- Class Three membership.
- Retiree return-to-work rules.
- Employer *Transaction Error List*.
- *Get Set for Retirement* seminar.
- South Carolina Deferred Compensation Program tools.



PEBA Power Tools

- Focus on employee tools:
 - New hire material.
 - Navigating Your Benefits series.
 - Onsite support.
 - Building employee interest.
- Focus on employer tools:
 - Health Hub.
 - Manuals.
 - Retirement benefits administrator support line.
 - Training classes.
 - Employer checklists. *COMING SOON!*



Your challenge

- You'll see old and new tools highlighted.
- Find a tool you're not using in each session that you can start using now.



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