

# TIAA-CREF

## Full Time Members Retiring with NYC Health and other Retiree Benefits (Under age 65)

To be eligible for NYC Health Benefits, Welfare Fund Benefits and Medicare Part B & IRMAA Reimbursements from New York City, **TIAA members must:**

- **Be age 62 or over**
- **Have 15 years of continuous full time employment**
- **Be in a full time PSC title with CUNY**
- **Be retiring from that full time position**

### **Process prior to Retirement**

**Human Resources (HR)/Benefits Meeting:** Meet with the Campus Benefits Officer at your college the semester before you go on Travia leave. If you are not eligible for Travia, meet the semester before you retire. The Benefits Officer will give you a packet of forms to complete and return to the Benefits Office (*See the list of forms below*). Your benefits officer has details on the NYC Health Benefits Program (NYC HBP) choices to help you to complete the NYC HBP application.

### **Required Health Benefits Enrollment Forms & Documents**

(Submit three months prior to retirement date)

- NYC health benefits application
- Retiree enrollment form for the PSC/CUNY Welfare Fund
- Opt-in form for Silverscript Medicare Part D prescription plan – this form is **not for the member**; it is for the spouse/partner (**only if spouse/partner is 65 or older and a dependent when you retire**). Since you are under 65, you will continue in CVS Caremark until your 65<sup>th</sup> birthday and then you will need to complete a SilverScript form to be submitted to PSC CUNY Welfare Fund (this form will be mailed to the member by the Welfare Fund in the year that you will turn age 65)
- Form from HR for Social Security Office (proof of health coverage) – this form is **not for the member**; it is for the spouse/partner (**only if spouse/partner is 65 or older and a dependent when you retire**)

## **Retirement Process**

**TIAA** - Since you are a TIAA member, you will obtain information directly from TIAA regarding the options, possible pension/monthly amount during retirement, investments & allocations. You should be scheduling an appointment with a TIAA Consultant or your TIAA Advisor if one is assigned to you at least one year prior to retirement. Please note the Lifetime Annuity (**read section below about this CUNY requirement for NYC Health**) cannot be set up until you are officially retired. However, you are able to discuss, get illustrations and obtain the necessary Lifetime Annuity paperwork two months before retirement date (you should know the type of Lifetime Annuity (Single, Joint, with or without a Guaranteed Period), the amount you will convert into the Lifetime Annuity (\$10,000 or more). Please note you can complete the paperwork and send it to TIAA, but it will not be set up until retirement date. If your TIAA Advisors is not well versed on the Lifetime Annuity requirement from CUNY in order to have NYC health coverage, please provide this document to your Advisor and have them read the Lifetime Income Annuity section (below).

**Lifetime Income Annuity from TIAA for NYC Health** - When you apply for Retiree Health Benefits provided by the NYC Health Benefits Program, you must also set up a Lifetime Income Annuity with TIAA from the 401(a) Optional Retirement Plan (ORP) or Frozen 403(b) ORP account to generate a monthly stream of income from which deductions for health insurance premiums will be withheld. Contact a TIAA Consultant or your assigned Advisor to discuss this requirement by CUNY. The Lifetime Income Annuity needs to be set up from the 401(a) Optional Retirement Plan (ORP) on a minimum of \$10,000, from your \$50,000 required reserve, to satisfy standard health care premium deductions. More costly plans may require additional amounts to be annuitized. When talking with the TIAA Consultant, make sure to inform them of the monthly health insurance premium for the carrier you selected to determine how much needs to be annuitized. Example: If the member chooses GHI and has \$0 premiums, then at least \$10,000 needs to be annuitized. If the member chooses NYC health plan with a premium, TIAA will pay the NYC monthly amount for medical premium from that annuity set up. If the member only annuitizes \$10,000, the member needs to leave \$40,000 intact from the 401(a) ORP with TIAA. If the member annuitizes \$50,000 then all requirements from CUNY for NYC health monthly premiums are met and the member can decide to do whatever he/she wants with the rest of the moneys with TIAA (no further CUNY requirements from the ORP).

## **Process after Retirement and once the member attains age 65**

**Social Security Office (Applying for Medicare Part B)** - Once you are retired and three months before your 65<sup>th</sup> birthday, you need to go to the Social Security office to apply for Medicare Part B to begin the first of the month of your birthday month (if your birthday is the last day of a given month, you apply for Medicare Part B to begin the first of the following month).

IMPORTANT: If your dependent spouse/partner is 65 or older by the time you retire, they need to apply for Medicare Part B premiums to begin the first of the month of your retirement month. If your retirement date is at the end of a given month, they need to apply for Medicare Part B premiums to begin the first of the following month. You may be on TRAVIA leave when your spouse/partner goes to Social Security and the earliest he/she can go is three months prior to your official retirement date. If your spouse was on your benefits and were over 65 before you retired, you need a form from HR prior to them going to Social Security. The form indicates the reason your spouse/partner never applied for Medicare Part B upon attaining age 65 (the reason is because he/she was on your benefits and you have been employed at CUNY with health coverage). The form will indicate the date of your last day in service and therefore your spouse/partner should not go to Social Security without that form or he/she may incur penalties for not applying for Medicare Part B since turning 65 years of age.

**Medicare Part B Reimbursement Process** - The process to get reimbursed for the Medicare Part B premiums once you turn 65 years of age and apply for Medicare Part B at the Social Security office is twofold. TIAA members complete the (Members of TIAA-CREF Pension System) Application for Medicare Part B Premium Reimbursement form and return it to CUNY University Benefits Office (UBO). The address is listed on the form and you will include a copy of the Medicare A & B card (for member and spouse/partner if a dependent on the retiree benefits). Social Security will notify you if you are subject to IRMAA.

[http://pscunywf.org/media/174716/medicare\\_part\\_b\\_application-tiaa.pdf](http://pscunywf.org/media/174716/medicare_part_b_application-tiaa.pdf)

### **Medicare Part B Reimbursements (standard)**

Standard Medicare Part B premiums are \$144.60 monthly for 2020 and projected to be \$153.30 monthly for 2021. For TIAA members, Medicare Part B premiums will be reimbursed for premiums paid since attaining age 65 and moving forward (by Office of Labor Relations -OLR-) provided the New York Office of Labor Relations receives the Application for Medicare Part B Premium Reimbursement form from CUNY UBO. Thereafter, every April to June, you will receive a reimbursement of the standard Medicare Part B premiums (for the member and spouse/partner if applicable). If you do not have the Medicare Part B Reimbursement form,

please go to [www.pscunywf.org](http://www.pscunywf.org) , go to FORMS and look for Medicare Part B Reimbursement for TIAA-retirees.

IMPORTANT: If spouse/partner is not age 65 yet, you will follow the above process after he/she attains age 65 and applying for Medicare Part A & B with Social Security. Then the spouse will be included in the reimbursement process for Medicare Part B reimbursements moving forward.

Even if the spouse/partner is age 65 or older when the member retires, reimbursements for the dependent spouse/partner will start when the member starts to receive reimbursements from Office of Labor Relations (make sure to send the spouse/partner's copy of the Medicare Part A & B card to Office of Labor Relations once you complete the form to start your reimbursements). Then you will begin to receive the Medicare Part B/IRMAA reimbursements for you and your spouse/partner.

### **IRMAA Reimbursements**

If Medicare Part B premiums are above the standard amount per month, that means you are subject to **Income Related Monthly Adjusted Amount (IRMAA)**. PSC CUNY retirees with benefits will also get a refund of IRMAA but they need to apply for that every year after attaining age 65 and being retired (if subject to it). The best way to access the form is through the PSC CUNY Welfare Fund [www.pscunywf.org](http://www.pscunywf.org) website, go to FORMS and select OTHER FORMS, look for **Medicare Part B IRMAA Surcharge Reimbursement Form** and the year needed for reimbursement. IRMAA reimbursements will arrive approximately four months after standard Medicare Part B reimbursements if filed. The IRMAA form for 2021 will not be available until March 2022 on the website (usually as soon as OLR makes it available). If you need help completing the form, please contact a tax professional. You can file for up to three prior years of IRMAA reimbursements (in case you do not file annually).