Insurance
2023
What TRS Is

Teachers’ Retirement System of the State of Kentucky (TRS)

TRS is a defined benefit retirement plan that pays a defined amount in retirement based on the employee’s length of service, final average salary and a retirement multiplier. TRS retirement eligibility is determined by the employee’s age and years of service. The service retirement annuity is a guaranteed lifetime benefit.

- Member Recipients:
  - Female: 73%
  - Male: 27%
TRS Benefits Protect Teachers

Retirees over 80 as of Dec. 31

Age 100 or more: 38

<table>
<thead>
<tr>
<th>Year</th>
<th>Count</th>
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</thead>
<tbody>
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<tr>
<td>2011</td>
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<tr>
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<td>7,871</td>
</tr>
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<td>2022</td>
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</table>
### KEHP
**Kentucky Employees’ Health Plan**
- Under 65 and not Medicare-eligible
- Same fund as active teachers and state employees
- Coverage options

### MEHP
**Medicare Eligible Health Plan**
- Medicare-eligible or 65 & over
- Exclusively TRS members
- One Plan
Kentucky law guarantees retired teachers access to group coverage, but the details of that coverage – including costs and level of coverage – can change.
Shared Responsibility

In Second Decade

Shared solution providing permanent funding for retiree health care
In 2010, board spearheaded Shared Responsibility passage to fund retiree health insurance, lowering state’s cost from $170 million in 2010 to $70 million in 2020.

With implementation of Shared Responsibility and federal subsidy solutions, the state’s $6.2 billion share of unfunded liability fell to $1.2 billion.
Shared Responsibility

How the Cost Has Been Shared

Funding for Retiree Health Care
2006-2022 and Budgeted/Projected through 2024

- Teachers and retirees
- School districts and universities
- State
TRS Health Insurance

Funded Status

Shared Responsibility Becomes law

2008  2.9%
2009  3.5%
2010  7.5%
2011  8.6%
2012  9.4%
2013  11.7%
2014  15.9%
2015  18.1%
2016  21.9%
2017  26.7%
2018  36.3%
2019  46.0%
2020  61.7%
2021  60.0%
2022  63.7%
Funding Decisions

2022-24 Biennial Budget

• Means eight straight years of full or nearly full annuity funding
• More than $1.36 billion to meet actuarially required contribution for annuities
  • About $900 million more to TRS in salary contributions from education budget
• $149 million for state statutory contribution for under-65 health insurance under Shared Responsibility
• $479.2 million to pay off liabilities for certain previously awarded benefits that had been amortized over several years
• $78 million up front for sick leave-related annuity liabilities projected to occur from retirements in next two years
Premiums

Premiums Held Almost Constant For 20 Years

Employer Group Waiver Plan starts

Medicare Advantage starts
MEHP

Consists of:

United Healthcare

Express Scripts

Coriell Life Sciences

Know Your Coalition

Renew Active by UnitedHealthcare
Register at retiree.uhc.com/trs to see these features available to you or call 844-518-5877 for more information.

- Routine hearing exam
- HouseCalls in-home assessment
- Hearing aids discount
- Diabetes support program

Gift cards for completing certain activities
Weight loss program
Post-hospitalization meals delivered
Virtual visits with doctor
Fitness program

Quit For Life®
Tobacco Cessation Program

Additional Features
MEHP

Lifeline
Medical Alert Systems

Call: 1-855-595-8485, TTY 771  Enroll online: https://www.lifeline.com/uhcgroup
Explore your plan benefits virtually to get the most of them in real life

Welcome to the Virtual Education Center, created to make caring for yourself easier. Because it’s not always possible to share information face to face, we’ve brought our resources together in one place, at your fingertips, wherever and whenever you need it.

Retiree.uhc.com/trs
### Mental Health Awareness

**Top Three Behavioral Health Diagnoses**

<table>
<thead>
<tr>
<th>Depression disorders</th>
<th>Anxiety disorders</th>
<th>Trauma and stressor-related disorders</th>
</tr>
</thead>
</table>

- Housecalls provides depression screening as part of assessment
- Access to self-guided care and mindfulness activities
- Online platforms to help navigate behavioral health needs
- 4% coinsurance for individual therapy visits in network
- 4% coinsurance for virtual behavioral visits in network
VISA Gift Card HouseCalls in-home assessment reward remains a VISA reward card of $50

Renew Rewards Gift Cards
• In 2023 will still be reloadable Visa Cards.
• Funds are loaded within 24 hours of activity completion
• Don’t have to track multiple reward card balances and expiration dates
• Consolidated rewards on one card for larger purchases
• Can now see reward card balance and transaction details every time you log-in to Renew Rewards
• Must be used within 12 months

Annual Wellness Visit rewards is now $25

Fitness program – no ID cards in future
Visa® Reloadable Reward Card Restrictions:

To align with new CMS guidelines, members will have some card restrictions.

Restrictions include but are not limited to:

• Alcohol, Tobacco, and Firearms
• Bookstores and Computer Services, including Amazon
• Drug Stores, Pharmacies and Wholesale Distributors of Prescription Drugs
• Medical Services, Equipment, and Health Care Providers
• Insurance Providers
Tell Joe (and others like him),

“No!”

If you are enrolled in the TRS Medicare Eligible Health Plan (MEHP), enrolling in another Medicare Advantage plan would “dyn-o-mite” your TRS MEHP coverage.

Go to trs.ky.gov to watch an informative 4-minute video
Know Your Rx Coalition

Free counseling with live pharmacists

Know Your Rx Coalition *Pharm-Assist*

Hours: Monday to Friday, 8 a.m. to 6 p.m. ET
Phone: 855-218-5979
Email: KYRx@uky.edu
Website: www.KYRx.org
TRS Solution: Personalized Medicine Partnership

This personalized medicine program uses DNA testing to help you find out if your medications work for you.

You
Your Doctor
Your Pharmacist

MEHP enrollees can contact Coriell at 888-454-9024 or online at www.coriell.com/trs to request a free DNA kit.

Non-Medicare KEHP enrollees are eligible for the DNA kit at a current cost of $360. Pay through credit card or your CDHP HRA.
How it Can Help

Your DNA matters
Using DNA to see what drugs will be safe and effective — Pharmacogenomics

Steps
Collect genetic information through saliva test
Empower pharmacists
Communicate the Medication Action Plan
Personalized Medicine

Why It Works

• Helps avoid taking ineffective medications that even could be fatal
• Saves money for retirees and their insurance trust
• Uses DNA testing to help doctors making treatment decisions
• Results help make sure medications are beneficial from the start
• Avoids traditional trial-and-error process without DNA information
• 66% had genetic risks detected in a current medication
• 14.9% reduction in inpatient visits
• 6.8% reduction in emergency room visits
• $37 million savings in direct medical charges over 32 months
One Retiree’s Story

I am so grateful for the information that was given to me and my physician. I was taking metoprolol for my heart condition. Your tests showed that it stayed too long in my system. I sometimes had the feeling that I was on the verge of fainting. I had not had that feeling since I started taking the new suggested medication. I thank you from the bottom of my heart.

— Member, Teachers’ Retirement System of the State of Kentucky
A Commentary on a Precision Medicine Program: Humanistic Outcomes Are Always Key

By Jane Chetcuti Gilbert, CBH, Teachers’ Retirement System TRS of the State of Kentucky, a Member of the GMTH Council

Journal of Precision Medicine

#3 A deep dive into our population discovered that 95% of people are on medications that aren’t safe for geneticdefects, 50% had high cholesterol, 50% were underweight, 50% were overweight, 50% were suffering from pain and inflammation. Using de-identified data from the Florida Medicaid system, the FLoridian developed an analysis of the possible return on investment of the program which found: 10% of members should take a prescription mammogram (potential savings: $17 million), 50% of members might need to adjust dosage (potential savings: $20 million) and 35% of members have a better alternative medication available.

Doctor-Patient Reports and Consultations

We need to look to our patients as partners. They are our health care providers and our constituents who help us make decisions on what is best for them. Our goal is to ensure that each patient receives the best possible care. The program will provide a comprehensive range of services, including but not limited to: regular check-ups, medication management, and comprehensive health screenings. The program will also include: genetic testing, personalized nutrition plans, and lifestyle modifications.

#4 Communicating with members early and effectively can contribute to the program’s successful launch. The following message from the program because taking medications that do not work: a bad for the member’s health and for the TRH insurance fund.

Personalized Medicine

Genetic Testing Wellness Program Gets National Attention

Journal of Precision Medicine

#5 TRH heard a lot of positive feedback, such as “you’re helping me become a better doctor, to take better care of my patients and to be able to prescribe the right drug at the right time for them.”

Introduction

Genetic Testing Wellness Program Gets National Attention

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Personalized Medicine
Personalized Medicine

Reaching Further After Success of Pharmacogenomics

Pharmacogenomics
Fall 2017

Breast Cancer Index
2021

Looking at other personalized diagnostic tools in 2022
MEHP enrollees can contact Coriell at 888-454-9024 or www.coriell.com/trs to request free DNA kit.

Non-Medicare KEHP enrollees can contact Coriell and use HRA funds to pay the $360 cost.
KEHP Consists of:

- Anthem
- BlueCross BlueShield
- CVS
- Caremark
- WebMD
- Know Your Rx Coalition
- Health Equity
- SmartShopper
Additional Features

- Video chat with doctors and therapists
- Support for care of kids with learning or behavior challenges
- Diabetes Prevention Program (DPP)
- Mental health and stress management
- 24/7 Nurse Line
- Substance Use Disorder Support Line
- Tobacco cessation
- Weight management

More information can be found at kehp.ky.gov
KEHP Living Well Promise

• Dates to complete promise are Jan. 1 - July 1, 2023.

• Complete the online Health Assessment

• If completed, you will receive the $40 per month premium discount in 2024.

NOTE: Both spouses must complete promise if on a cross-reference plan.

More information can be found at www.webmdhealth.com/kehpm
HealthEquity Healthcare Reimbursement Arrangement (HRA) helps reduce costs; remaining funds carry over to next year if remaining in a CDHP plan.

Pay for eligible healthcare expenses such as:
- Medical and pharmacy
- Deductibles
- Copayments and coinsurance
- Some over-the-counter products
- Certain dental and vision fees (does not apply to deductible or maximum out of pocket)

If you’re on a CDHP plan and don’t have a HealthEquity card, or to determine eligible expenses, call 877-430-5519 or visit wageworks.com.
• If you are enrolled in coverage through TRS and turning 65 in 2023, you will receive a Turning 65 email about four (4) months before your birth month.

• You still need to enroll in KEHP to be covered until you become eligible for Medicare (unless your birthday is in January or Feb. 1).

• Do not include your Medicare-eligible spouse or dependent child on your KEHP enrollment if they already are covered in TRS MEHP.
Before moving from KEHP to Medicare

Use or lose your bucks before KEHP coverage ends!

Funds in Consumer Driven Health Plan (CDHP) HRA must be used before moving to MEHP
Did you know TRS retirees can use Pathway to:

- Review your retirement account
- Review your pension check
- Update your address, tax withholding, etc.
- Enroll in health insurance (if eligible)
- Manage health insurance
  - Enroll in MEHP when gaining Medicare
  - Enroll/Terminate with a qualifying event
Go to https://mss.trs.ky.gov/

Click Register

Enter your TRS ID, last 4 Social Security number digits and click Register

Follow additional instructions to complete registration
KEHP

2024 Changes

- WebMD will now be Castlight.

- You no longer have the option of doing the biometric screening to satisfy the Living Well Promise.

- KEHP premium costs will increase between 10% to 16.5% for the Couple, Parent Plus, Cross Reference and Family plans.

- Prudent RX will be available for all plan levels.

- **Carrum**: Their Centers of Excellence provide cancer care and a range of surgical procedures such as knee, hip, heart and weight loss surgeries where the health plan covers most, if not all of the costs related to the surgery.
• Mom’s Meals will now be Roots Foods
• You will receive a new insurance card
• The cost for the MEHP is going down from $217 to $207