

AdventistRetirement

SHARP

SUPPLEMENTAL HEALTHCARE ADVENTIST RETIREMENT PLANS

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SHARP ELIGIBILITY REQUIREMENTS

Employee must have 15 years of Qualified Service Credit in the DB or DC plan by June 30, 2020

Spouse of an Eligible Retiree who vested, may enroll in SHARP if the retiree takes the Joint and Survivor Benefit option

Children under age 26 are eligible to enroll, regardless of marital status or employment status

Things to note:

- If the primary address is out of the country, you can still enroll, but claims must be in English and coded
- Participants in the Canadian and Regional Retirement plans are ineligible



SHARP DENTAL/VISION/HEARING



Highlights:

- Available to all eligible retirees/spouses/children less than age 26
- If over 65 at retirement, one-time enrollment opportunity at retirement
- If under 65, can defer until age 65 open enrollment
- Dental does not cover medical procedures
- Claims are processed by WebTPA
- Full benefits even if enrolled mid-year

Cost sharing	<ul style="list-style-type: none">• Plan: 80%• Participant: 20%
2025 Plan Maximums	<ul style="list-style-type: none">• Dental Assistance: \$2,200• Vision Assistance: \$400• Hearing Assistance: \$2,200*
Monthly Charge per person, based on Qualified Service Credit	<ul style="list-style-type: none">• Retirees eligible for earned credit pay a lower monthly cost

*one year lookback

2025 DENTAL - VISION - HEARING (DVH) TABLE



Years of qualifying church service	35+	30-34	25-29	20-24	15-19	8-14*
Category	A	B	C	D	E	F
DVH Cost/Month	\$107	\$107	\$107	\$107	\$107	\$107
(less EC)	(\$65)	(\$58)	(\$51)	(\$44)	(\$37)	(\$30)
Total Cost	\$42	\$49	\$56	\$63	\$70	\$77

***divorce benefits**

SHARP PRE-MEDICARE PLANS

Medical Plan

- Aetna PPO through Adventist Risk Management
- High deductible if less than 40 years
- Low deductible if more than 40 years
- Claims processed by WebTPA

Prescription Drug Plan

- Formulary rules
- 3-tier Rx plan
- Retiree pays deductibles, copays
- Out of pocket maximums in place

Dental/Vision/Hearing

- Same as earlier slide
- Available to all Pre-Medicare population with same benefits
- Full year benefits no matter when retirement date is

Base Medical

- Available for those who are under 65 but enrolled in Medicare for disability
- Pays secondary to Medicare after deductible is met
- Low-cost plan
- Ends at age 65

Dependent Coverage

- Available to children up to age 26
- Bundle package includes medical, DVH, prescriptions coverage
- One low price for all options
- Available regardless of employment or marital status
- Paid by retiree

2025 EARNED CREDIT FOR ELIGIBLE PRE-MEDICARE

Is there financial help available for those who are not on Medicare yet?

Yes! If the retiree is eligible for Earned Credit, the spouse is also eligible. Eligibility requires the retiree be over age 65, or have 40+ years of service if under 65.

Years of Qualified Church Service Credit – EC only applicable if Retiree is eligible.	Monthly Cost after Earned Credit per Participant
35+	\$793 - \$640 EC = \$153
30-34	\$793 - \$565 EC =\$228
25-29	\$793 - \$490 EC = \$303
20-24	\$793 - \$415 EC = \$378
15-19	\$793 - \$340 EC = \$453

SHARP-EX: AGE 65+

Retirement Healthcare Benefits
for Medicare-Eligible
employees with at least 15
years of Qualified Service
Credit.



MEDICARE IS ESSENTIAL!

WWW.MEDICARE.GOV

Note: SHARP requires that you sign up with Medicare A/B upon retirement to participate in Adventist Retirement's Healthcare plan.

Medicare A – Hospital

- *Sign up for Medicare Part A two or three months before turning 65. There is no Cost – and you can enroll even if you are still employed*

Medicare B – Medical

- *Required at age 65 if not covered by an employer healthcare plan.*
- *Subject to penalties if you don't sign up when you are first eligible, or when you lose employer healthcare coverage*

Medicare D – Prescription Drug Plans

- *Delay until retirement if you have employer healthcare coverage.*
- *If you don't enroll when eligible to do so, Medicare will penalize you if or when you enroll later*

YOUR MEDICARE COVERAGE CHOICES

Option 1: Original Medicare



Part A

Hospital Insurance



Part B

Medical Insurance

You can add:



Part D

Medicare Prescription Drug Coverage

You can add:



Medigap

Medicare Supplement
Insurance

Option 2: Medicare Advantage Plan



Part A

Hospital Insurance



Part B

Medical Insurance



Part D

Medicare Prescription Drug
Coverage

THINGS TO CONSIDER

Medicare Advantage Plans (Part C)

- Medical Benefits similar to what Medicare Parts A and B cover
- PPO or HMO networks
- Offers greater financial protection (lower premiums and out-of-pocket maximums)
- Most include Medicare Part D prescription drug coverage
- Additional provisions like Silver Sneakers, phone consults, minimal dental benefits

Medicare Supplement (Medigap Plans)

- Provider flexibility as long as they take Medicare assignment
- Must purchase a separate prescription plan
- Covers Medicare-approved services only
- Higher Premiums/lower incident costs
- Annual deductibles



WHAT MAKES SENSE TO YOU?

Medicare Advantage Plans (Part C)

- If you prefer to receive your benefits from one plan, have one card and pay one low premium
- Favor network type plans: HMO's and PPO's; coordinated care
- Don't mind paying per-visit copays and coinsurance



Medicare Supplement Plans (Medigap)

- If you visit your doctors frequently: copayments and coinsurance visits are generally covered by your high premium depending on the plan you select
- Want flexibility in choosing your doctors: accepted by all doctors who take Medicare patients
- Travel within the US

WHEN CAN YOU CHANGE YOUR MEDICARE PLANS?



Annual Open Enrollment

October 15 to December 7 to be effective January 1 of next year;
If you're already enrolled, most plans will rollover to the next year.



Changing Medigap Plans

Guaranteed Issue for Initial Enrollment during your Medicare Special Enrollment Period (SEP);
No Guaranteed Issue for a Medigap change made after your SEP.



Medicare D Rx Plans

Change at Annual Open Enrollment; Exceptions are if you change zip codes or if the drug plan fails or terminates.



Medicare Advantage Plans

Change at Annual Open Enrollment;
Could change back to Original Medicare / Medigap – be cautious

ALIGHT RETIREE HEALTH SOLUTIONS



Alight Retiree Healthcare Solutions

- Provides licensed and certified advisors who assist you in selecting your insurance plan. Advisors are impartial (salaried).
- Appointments are all via phone, but you can enroll online or by working with advisor.
- Files your application with your selected insurance provider.
- Sets up and manages your HRA (Health Reimbursement Account).
- You must enroll in a medical or a drug plan through Alight for HRA to be available to you. You also must maintain an Enrollment through Alight without a gap in coverage.
- Accommodations for hearing impaired and language assistance are available free to charge.

ALIGHT RETIREE HEALTH SOLUTIONS



Health Reimbursement Account (HRA)

- This is how Adventist Retirement and the NAD subsidize your retirement healthcare benefits for those over age 65.
- Reimbursements are paid through Your Spending Account (YSA) and can be for premiums, including Medicare Part B, out of pocket medical, prescription and a host of other things.
- SHARP contributes HRA dollars annually. Retirees do not contribute to the HRA. This is non-taxable to retirees.
- Unused funds rollover to the next year.
- If retiring mid-year, the first year's HRA is prorated based on Enrollment date.

SHARP CONTRIBUTIONS TO Healthcare Assistance

***divorce shared service**

If the Retiree opts out of DVH, the DVH contribution will be added to the HRA contribution. This is a life-time decision, and the Retiree cannot enroll in SHARP DVH in the future, unless they have an age-65 open enrollment.
The retiree with J&S benefits receives the same contribution amounts for the spouse.

2025 HRA ANNUAL CONTRIBUTION TABLE			
Years of qualifying church service	DVH Annual Contribution per member	HRA Annual Contribution per member	Total Annual Contribution per member
35+	\$780	\$1668	\$2448
30-34	\$696	\$1507	\$2203
25-29	\$612	\$1346	\$1958
20-24	\$528	\$1186	\$1714
15-19	\$444	\$1025	\$1469
8-14*	\$360	\$864	\$1224
1-7*	\$276	\$642	\$918

ADDITIONAL
CHURCH
ACCRUED
PENSION
SUPPLEMENT



2025 CH APS REIMBURSEMENT TABLE (based on \$104.90)							
Category	A	B	C	D	E	F	G
Years of Retirement Plan Service	35+	30-34	25-29	20-24	15-19	8-14*	1-7*
Reimbursement	90%	80%	70%	60%	50%	40%	30%
Monthly Reimbursement	\$94.41	\$83.92	\$73.43	\$62.94	\$52.45	\$41.96	\$31.47

*divorce benefits

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QUESTIONS?

WWW.ADVENTISTRETIREMENT.ORG

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