



July, 2013

Recommendation for 2014-2015 Traditional Program Medical Dues Approved by Directors

The Board of Directors of the Board of Pensions has approved an increase in Traditional Program dues, effective January 1, 2014, and a change to the medical dues model, effective January 1, 2015.

2014: Medical dues for the Traditional Program will increase to 23 percent of the member's medical participation basis.

2015: A new medical dues model will take effect, with dues for the Traditional Program set at 24.5 percent for members with covered partners and/or dependent children and 23 percent for member-only coverage. Employing organizations can share with the member none, some, or all of the additional 1.5 percent dues charged for coverage of eligible family members.

Additional Medical Plan Decisions

- * Medical dues for seminary students will increase on January 1, 2014.
- * Dues for the Affiliated Benefits Program will not change for 2014.
- * Dues for the Medicare Supplement Plan will not change for 2014.
- * Effective January 1, 2014, generic drug copays will increase to \$10 for a 30-day supply and \$25 for a 90-day supply.
- * The medical minimum participation basis, also known as the dues minimum, will increase to \$42,000 for 2014 and to \$44,000 for 2015.
- * For 2015, the annual medical deductible for covered services provided in network will increase to 1.5 percent of the member's medical participation basis. (Members will have the opportunity to reduce their 2015 deductible to 1.0 percent by completing certain "Call to Health" actions in 2014. See The Board Bulletin for an introduction to this initiative and look for more information coming this summer.)
- * The annual medical deductible for covered services provided out of network will continue to be 2.5 percent of the member's medical participation basis through 2015.

These actions taken by Board of Directors as well as other information from the Board of Directors meeting are outlined in The Board Bulletin. This issue of The Board Bulletin is also available in Korean and Spanish.

Plan Amendments Comply with Healthcare Reform Law Requirements

At their June meeting, the Board of Directors approved amendments to the Benefits Plan to ensure that it continues to comply with the Patient Protection and Affordable Care Act (ACA). Each of the following changes takes effect January 1, 2014.

- * The pre-existing condition for adults will be eliminated.
- * Annual and lifetime treatment reimbursement limits for essential benefits will be eliminated.
- * Annual limits for out-of-pocket costs will be modified annually to comply with the limits the federal government establishes each year.
- * Waiting periods for all eligible members enrolling in the Medical Plan will be reduced to 90 days from the date of eligibility.
- * The continuous coverage requirement for members who terminate or retire before age 65 and want to preserve the right to enroll in the Medicare Supplement Plan when they reach age 65, are eligible for Medicare, and meet the eligibility qualifications will be expanded to include coverage in a qualified health plan, as defined by the ACA.

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CREDO Series for Recently Ordained Pastors To Begin in 2014

A Presbyterian CREDO conference series for recently ordained pastors is scheduled to begin in 2014. The new conferences will focus on emotional health and leadership formation as well as give these pastors an opportunity to realize new possibilities for discovery and growth in key areas of their lives, including spiritual, physical, vocational, and financial health. Participants must commit to attend the program twice in two years, working with the same conference group both years.

Invitations will be mailed in late August to randomly selected pastors, drawn from among all those who are

- * members of the Benefits Plan;
- * in their second to fifth year of ministry; and
- * currently serving congregations.

Lesson 6 in Online Personal Finance Series Provides Information about Purchasing a Home

The sixth lesson in Board University's online personal finance series, *Buying a Home*, reviews the important factors you need to consider when purchasing a home. You must carefully review your finances, determine where the right place to buy is, understand why you should use a buyer's agent, and take care of a variety of matters before you make an offer.

Read the pensions.org news article for more information about the personal finance series and what you'll learn when you view *Buying a Home*.

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Benefits Connect Tip: Statement of Benefits Reflects Experience Apportionment

The statement of benefits that eligible active and disabled members can view, save, and print from Benefits Connect now includes a separate line item for the 1 percent experience apportionment for pension credits granted by the Board of Directors at its spring 2013 meeting. The apportionment is expressed as additional credits accrued as of December 31, 2012.

The personalized benefit statements are dynamically generated reports that summarize the benefits members are receiving through the Board of Pensions. This means that all of the information - from salaries to disability benefits to retirement income - is available in one, easy-to-read statement on the Board's secure benefits website.

Learn more about how Benefits Connect can save time and put personalized information you want at your fingertips. If you are not already taking advantage of Benefits Connect, register today!

Rev. Helen Locklear
The Board of Pensions PCUSA