



Benefit Services

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October 11, 2024

Dear Retiree,

New Mexico State University (NMSU) offers eligible retirees medical/prescription, dental, vision, and life insurance benefits. This letter provides your annual notice of plan and premium changes for the upcoming year, as well as information regarding the PPO plan's notice of creditable coverage. For more details, including rate sheets, benefit summaries, and forms please visit our website at <https://benefits.nmsu.edu/retire/benefits.html>.

Retiree Health Plans

The NMSU retiree health plan is a fully insured plan through Blue Cross Blue Shield of New Mexico (BCBSNM). Premiums are based on the claims incurred on behalf of participants. Here are some important updates:

- The retiree health plan has experienced significant claims increases over the past four years, resulting in a **9.9% increase in premiums** for 2025.
- The Prescription PDP plan, associated with the Medigap plan, will see a **6% increase** due to changes from the Centers for Medicare Services effective January 1, 2025.
- The retiree health plans reflect a **1.5% premium bundling discount** due to the addition of the voluntary dental and vision benefits to our retiree health options.
- There will be **no change** to our dental and vision premiums.

Please see the enclosed rate sheets for more information. Based on your current benefit elections, your portion of the monthly premiums for 2025 are:

| | | | |
|---------------------------------|--------|---------------------------|-----------------|
| Health Code: B1. Retiree | | | |
| Current Health Rate: | \$.00 | 2025 Health Rate: | \$ 168.29 |
| Current Dental Rate: | \$.00 | 2025 Dental Rate: | \$31.88 |
| Current Vision Rate: | \$.00 | 2025 Vision Rate: | \$.00 |
| Current Life Insurance Rate: | | 2025 Life Insurance Rate: | |
| Current Total Rate: | \$.00 | 2025 Total Rate: | \$200.17 |

Creditable Coverage

The prescription drug coverage provided by NMSU’s Blue Cross Blue Shield NM PPO plan is considered Creditable Coverage, meaning it is expected to pay out, on average, as much as standard Medicare coverage. This allows you to retain your existing coverage without incurring a premium penalty if you decide to join a Medicare drug plan later. For complete details, please visit our website for the Creditable Coverage Disclosure notice. **All PPO members who become Medicare eligible must transition to the NMSU Medigap plan, when you first become eligible.**

Important Information for participants reaching Medicare Eligibility

If you or your dependents reach age 65 or become eligible for Medicare for any reason, you must enroll in both Medicare Part A and Part B to maintain your NMSU medical/prescription coverage.

- Please provide NMSU Benefit Services with a copy of your Medicare Part A & B card no later than the first of the month before you become eligible.
- Plan and rate changes will take effect the first of the month in which you become eligible.
- It is crucial to apply for Medicare promptly. If we do not receive your enrollment information before your effective date, your NMSU medical and prescription coverage will be cancelled. Coverage cannot be reinstated once cancelled.

Cancelling Coverage

PPO participants may drop coverage at any time; however, once cancelled, re-enrollment is not permitted. Dependent children who lose eligibility due to age may continue coverage through COBRA, unless coverage is voluntarily cancelled.

Medigap Plan G:

- The Medigap Plan G continues to cover your Part A (hospital) deductible.
- The annual deductible for Part B (outpatient) services for 2024 is **\$240**, with the 2025 deductible projected at **\$257** (pending announcement by CMS).
- After meeting the deductible, Medicare typically covers **80%** of Part B services, with BCBSNM covering the remainder.

If you enroll in another Medicare Part D product, CMS will notify NMSU to cancel your coverage, including medical, prescription, dental, and vision programs. Once cancelled, re-enrollment is not allowed. You may also drop coverage during the annual Medicare Open Enrollment period (October to December). Forms must be received by December 15, and coverage will end December 31.

Dental and Vision Benefits Open Enrollment

The open enrollment period for dental and vision benefits will be from **November 7, 2024, to December 5, 2024**, with coverage effective January 1, 2025. Enrollment or disenrollment is only permitted during this period unless a qualifying event occurs (e.g., marriage, birth, divorce). If you disenroll from dental or vision coverage, you must wait **four years** before enrolling again during the next Open Enrollment.

NMSU Retiree Life Insurance Plan:

Please note that you are not enrolled in the retiree life insurance plan, and enrollment after retirement is not permitted.

Insurance premium payments:

| | |
|----------------------------|---|
| Account # 800016326 | Your method of payment is: Automatic Withdrawal |
|----------------------------|---|

You are responsible for ensuring all payments due are paid by the 20th of each month. Failure to pay monthly premiums by the due date will result in cancellation of coverage. Deposit of late payments does not indicate acceptance or continued insurance coverage. Late or invalid payments will be refunded and insurance coverage will cease as of the last day of the month for which timely payment was made. A \$25.00 Returned Item Penalty will be charged for any rejected payments.

You will not receive an invoice. If paying by mail, please include "Retiree Payment" and your account number. Send payments to:

University Accounts Receivable
PO Box 30001, MSC 3UAR

Las Cruces, NM 88003-8001
For assistance, please call 575-646-3927

**Keep
your**

Informational Presentation

We will host Blue Cross Blue Shield NM for an informational presentation. A recording will be made available on our website after the presentation.

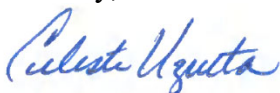
Topic: Retiree Health Presentation
Time: Nov 20, 2024 2:00 PM Mountain Time
Location: Dona Ana Community College East Mesa Auditorium
2800 N. Sonoma Ranch Blvd., Las Cruces, NM 88011

contact information current

NMSU Benefit Services communicates with retirees primarily through the USPS, and occasionally by phone or email. Please ensure your contact information is up-to-date. Inform us immediately of any changes in your address, phone number, or email.

If you have any questions regarding your benefits or wish to update your information, please contact NMSU Benefit Services at **575-646-8000** or **benefits@nmsu.edu**.

Sincerely,



Celeste Uzueta
Director, Benefit Services

Enclosures: Retiree Insurance Rates, Enrollment/Change Form for Dental and Vision

| NMSU Retiree Dental Plan | |
|--|---------------|
| JANUARY 1, 2025 - DECEMBER 31, 2025 | |
| Retiree | DENTAL |
| 1. Retiree | \$ 31.88 |
| 2. Retiree and Spouse | \$ 63.76 |
| 4. Retiree, Spouse, with Child(ren) | \$ 122.75 |
| 6. Retiree and Child(ren) only | \$ 66.95 |

| NMSU Retiree Vision Plan | |
|--|---------------|
| JANUARY 1, 2025 - DECEMBER 31, 2025 | |
| Retiree | VISION |
| 1. Retiree | \$ 6.66 |
| 2. Retiree + 1 (Spouse OR Child) | \$ 12.65 |
| 4. Retiree + 2 or more | \$ 18.58 |

NMSU Retiree Health Plan Premium Rates
JANUARY 1, 2025 - DECEMBER 31, 2025

| Retiree Under 65 | TOTAL | NMSU | RETIREE |
|---|--------------|-------------|----------------|
| A1. Retiree | \$929.95 | \$ 557.97 | \$ 371.98 |
| A2. Retiree and Spouse, both under 65 | \$1,859.93 | \$ 1,115.96 | \$ 743.97 |
| A3. Retiree and Spouse, spouse on Medicare | \$1,317.88 | \$ 790.73 | \$ 527.15 |
| A4. Retiree, Spouse, both under 65 with Child(ren) | \$2,696.96 | \$ 1,618.18 | \$ 1,078.78 |
| A5. Retiree, Spouse, spouse on Medicare with Child(ren) | \$2,280.63 | \$ 1,368.38 | \$ 912.25 |
| A6. Retiree and Child(ren) only | \$1,859.93 | \$ 1,115.96 | \$ 743.97 |
| Retiree Under 65 with New Spouse Acquired After Retirement | TOTAL | NMSU | RETIREE |
| A8. Retiree and Spouse (Under 65) | \$ 1,859.93 | \$ 557.97 | \$ 1,301.96 |
| A9. Retiree and Spouse (Over 65 or Under 65 on Medicare) | \$ 1,317.88 | \$ 557.97 | \$ 759.91 |
| Surviving Spouse Under 65 Unless Remarried | TOTAL | NMSU | SPOUSE |
| D1. Spouse Only | \$ 929.95 | \$ - | \$ 929.95 |
| D2. Spouse and Child(ren) | \$ 1,859.93 | \$ - | \$ 1,859.93 |
| D3. Child Only | \$ 929.95 | \$ - | \$ 929.95 |
| Retiree Over 65 And Under 70 | TOTAL | NMSU | RETIREE |
| B1. Retiree | \$ 420.73 | \$ 252.44 | \$ 168.29 |
| B2. Retiree and Spouse, spouse under 65 | \$ 1,266.71 | \$ 760.03 | \$ 506.68 |
| B3. Retiree and Spouse, both on Medicare | \$ 841.47 | \$ 504.88 | \$ 336.59 |
| B4. Retiree, Spouse, spouse under 65 with child(ren) | \$ 2,280.63 | \$ 1,368.38 | \$ 912.25 |
| B5. Retiree, Spouse, spouse on Medicare with child(ren) | \$ 1,771.41 | \$ 1,062.85 | \$ 708.56 |
| B6. Retiree and Child(ren) | \$ 1,350.68 | \$ 810.41 | \$ 540.27 |
| Retiree Over 65 and Under 70 with New Spouse Acquired After Retirement | TOTAL | NMSU | RETIREE |
| B7. Retiree and Spouse, spouse under 65 | \$ 1,266.71 | \$ 252.44 | \$ 1,014.27 |
| B8. Retiree and Spouse, spouse on Medicare | \$ 841.47 | \$ 252.44 | \$ 589.03 |
| Retiree 70 and Older | TOTAL | NMSU | RETIREE |
| C1. Retiree Only | \$ 420.73 | \$ 126.22 | \$ 294.51 |
| C2. Retiree and Spouse, spouse under 65 | \$ 1,266.71 | \$ 380.01 | \$ 886.70 |
| C3. Retiree and Spouse, spouse on Medicare | \$ 841.47 | \$ 252.44 | \$ 589.03 |
| C4. Retiree, Spouse, spouse under 65 with child(ren) | \$ 2,280.63 | \$ 684.19 | \$ 1,596.44 |
| C5. Retiree, Spouse, spouse on Medicare with child(ren) | \$ 1,771.41 | \$ 531.42 | \$ 1,239.99 |
| C6. Retiree and Child(ren) | \$ 1,350.68 | \$ 405.20 | \$ 945.48 |
| Retiree 70 and Older with New Spouse Acquired After Retirement | TOTAL | NMSU | RETIREE |
| C7. Retiree and Spouse, spouse under 65 | \$ 1,266.71 | \$ 126.22 | \$ 1,140.49 |
| C8. Retiree and Spouse, spouse on Medicare | \$ 841.47 | \$ 126.22 | \$ 715.25 |
| G11. Retiree over 70 +2 on Medicare, w/children PPO | \$ 3,122.13 | \$ 936.64 | \$ 2,185.49 |
| Surviving Spouse Over 65 or Under 65 on Medicare Unless Remarried | TOTAL | NMSU | SPOUSE |
| D4. Spouse Only | \$ 420.73 | \$ - | \$ 420.73 |
| D5. Spouse and Child(ren) | \$ 1,350.68 | \$ - | \$ 1,350.68 |

Members must enroll in Medicare Parts A & B when first eligible. All Medicare-eligible members may only have coverage through the Blue Cross Blue Shield of New Mexico Medigap Plan G with Part D prescription coverage.