



# Highway Patrol Retirement System

## Newsletter

December 2012

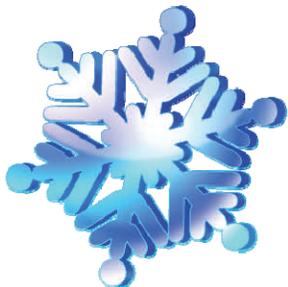
### Health Care Changes

As we have been repeating over the past months, the HPRS Health Care Fund is struggling to remain solvent. Expenses have outpaced revenue for a number of years and our actuaries are warning us that the fund could become insolvent in 10 years if changes aren't made. With that in mind, the Board has implemented changes that will go into effect in January 2013. A summary of the changes are listed on page 3.

With the changes outlined on page 3, we estimate the annual savings will be approximately \$1.5 million. Although these savings are substantial, the health care fund will continue to lose money. Undoubtedly, more changes will be needed in the future. As a result, the

Board has established a permanent Health Care Fund Committee. The Committee will monitor our health care revenues and expenses annually and make recommendations to the Board as needed. Our goal is to restore the Health Care Fund so that we can provide quality health care services to our members at an affordable cost well into the future. We will continue to keep you informed of developments as they occur.

If you have any questions, comments, or suggestions, feel free to contact the Retirement System or one of your Board members.



#### **Upcoming Events:**

***As a reminder, the 2013 Retirees' Association Snowbird Reunion will be held in Naples, FL, February 28-March 3, 2013. Information can be obtained by going onto the Retirees' Association website at [www.oshpretiree.org](http://www.oshpretiree.org) and accessing the "Members Only" tab.***

### Strategic Plan

Starting on February 8, 2012, and ending on July 11, 2012, over two hundred active and retired members of the Highway Patrol Retirement System (HPRS) participated in five strategic planning meetings conducted at the OSHP Academy. In addition to the HPRS members who attended each of the 5-hour planning sessions at the Academy, the meetings were broadcast live over the Patrol's PolyCom closed circuit television network to District Headquarters and other Department of Public Safety network locations.

For the purpose of plan development, the small group discussion process was used during all strategic planning meetings. In order to resolve group conflict, a group voting plan was developed to obtain group consensus. All members attending the planning sessions were extremely sensitive to pension reform legislation under consideration in the Ohio Legislature, unending increases in health care costs, and the present fiscal challenges of the HPRS' Pension Fund Unfunded Actuarial Accrued Liability (UAAL).

For the first time in HPRS' seventy-one year history, the pension system now has a five year strategic plan, developed by system members, that sets forth the Mission, Vision, Values, Goals, Objectives, and Performance Measures to address future fiscal and health care challenges in an ever-changing economic environment.

The entire Strategic Plan can be accessed on our website. This plan would not have been possible without the commitment of and coordination by Colonel (ret.) Thomas Rice.



## 2012 Active/Retired Member Survey

Several months ago, we asked both active and retired HPRS members to complete a survey on our performance. This survey was identical to a survey distributed in 2011 so that we could determine whether our performance was improving or not. This year the response rate for the survey was approximately 21%, which is below what we were hoping for, but sufficient for us to arrive at some conclusions. The following are some of the results of the 2012 survey:

- Nearly 84% of the respondents contact HPRS from 0-2 times per year.
- The number of persons using the HPRS website is increasing: 73% use the website “occasionally” or “frequently”.
- The number of members reading the HPRS newsletter has increased to 94%.
- HPRS’ communication with members has improved; 92% believe they receive sufficient information.
- HPRS staff performance has improved across the board compared to 2011.
- Not surprisingly, health care information is the number one area that both active and retired members find helpful.

While these results are promising, we are striving constantly for improvement. These are challenging times for HPRS, but our focus will always remain on providing members (active and retired) with the finest service and benefits possible. We encourage you to contact us if you have any comments or suggestions on ways that we can improve our service to you.

### Thank you to Colonel (ret.) Thomas W. Rice

The Board contracted with Colonel (ret.) Thomas Rice in September 2011 to oversee and respond to a fiduciary audit mandated by the Ohio Retirement Study Council (ORSC). In addition, he was tasked with developing HPRS’s first strategic plan. In October 2012, both of these had been completed.

We want to thank him for his commitment and diligence in overseeing, coordinating and completing these demanding endeavors. His presence in the office will be missed by all.



### Custom Badge Holder

A thank you goes out to Bob Shirley who provided the following information for those wishing to purchase a custom badge holder/wallet:

1. Go to [www.firstresponseuniforms.com](http://www.firstresponseuniforms.com)
2. Click on ‘Uniform Accessories’
3. Click on ‘Boston Leather’
4. Click on ‘Wallets and Badge Cases’
5. Pick a style of wallet or case
6. To fit OSHP badge, in the comment box, indicate “CUT OUT # 4322, Ohio State Highway Patrol”
7. If you have questions, contact the vendor directly



### 2013 Pension Deposit Dates

**January 22, 2013**  
**February 20, 2013**  
**March 20, 2013**  
**April 22, 2013**  
**May 20, 2013**  
**June 20, 2013**  
**July 22, 2013**  
**August 20, 2013**  
**September 20, 2013**  
**October 21, 2013**  
**November 20, 2013**  
**December 20, 2013**



## Health Care Changes for 2013

### **Non-Medicare (Medical Mutual of Ohio or Aetna Traditional)**

- Deductible increased from \$250 per person to \$500 per person
- Out-of-pocket maximum changes from \$1,500 per family to \$1,500 per person up to \$3,000 per family
- In-patient hospital benefit changes from 100% to 80% (up to \$1,500 maximum)

<u>Premium Contributions</u>	<u>Primary Coverage</u>	<u>Secondary Coverage</u>
Retiree	\$49.00	\$39.00
Spouse	\$107.00	\$97.00
Dependent / Surviving Children	\$30.00	\$30.00
Surviving Spouse	\$49.00	\$39.00

### **Aetna Medicare Advantage (Medicare Part A & B)**

Plan design changes to "Steerage PPO" plan which includes the following for in network services:

- \$0 deductible
- \$25 office visit co-pay
- \$50 outpatient surgery co-pay
- \$100 inpatient hospital co-pay
- \$2,000 co-insurance limit
- Out of network services, refer to your plan design

<u>Premium Contributions</u>	<u>Medicare A&amp;B</u>
Retiree	\$11.00
Spouse	\$16.00
Dependent	\$16.00
Surviving Spouse/Children	\$16.00

#### **Aetna Medicare Advantage Network**

To see if a certain doctor is in the Aetna Medicare Advantage network, please call Aetna at 1-866-282-0631. Some physicians have requested not to be published in books or on the website, but have agreed to be in Aetna's network.

### **Prescription (Express Scripts)**

The formulary changes from "Prime" to "High Performance", which means an emphasis on the use of generic drugs whenever possible. Co-pays are as follows:

	Retail (up to 34-day supply)	Home Delivery (up to 90-day supply)
Generic	\$5.00	\$10.00
Brand/Formulary	\$15.00	\$30.00
Brand/Non-Formulary	Closed*	Closed*

\*Closed formulary means that the member is responsible for the full cost of the prescription. Exceptions may be granted if the health care provider verifies that the formulary drugs are ineffective and non-formulary drugs required.

### **Dental Coverage (Delta Dental) Monthly Premium Contributions**

Retiree - \$5.00  
 Surviving Spouse/Children - \$5.00  
 Spouse - \$20.00  
 Dependents - \$20.00

### **Vision Coverage (Aetna) Monthly Premium Contributions**

Retiree - \$5.00  
 Surviving Spouse/Children - \$5.00  
 Spouse - \$5.00  
 Dependents - \$5.00



Don't forget to  
get your flu  
shot!



## Pension Legislation Key Dates

- September 12, 2012, Substitute Senate Bill 345 unanimously passed the Ohio House and Senate.
- September 26, 2012, Governor Kasich signed the bill.
- October 25, 2012, HPRS Board adopted the Health Care Scale (HCS) - can be accessed on HPRS website.
- December 28, 2012, the last day to submit DROP application and enter DROP in order to be grandfathered for the COLA eligibility age of 53.
- January 6, 2013, the last day to retire in order to be grandfathered for the COLA eligibility age of 53.
- January 7, 2013, the effective date of the legislation except for Board Authority provision to adjust employee contribution rate and Final Average Salary (FAS) change.
- July 6, 2013, the effective date of the Board authority provision to adjust employee contribution rate.
- Late December 2014 (exact date not yet determined), the last day to submit DROP application and enter DROP in order to be grandfathered for FAS and HCS.
- January 1, 2015, the effective date of the provision to change FAS from 3 years to 5 years.
- January 1, 2015, the effective date of the HCS for new retirees.



September 26, 2012, Governor Kasich signs Substitute SB 345

**Please be aware that you may see a difference in your 2013 pension checks due to the new federal tax tables that are being released in January.**



## General Counsel Dennis Smith: Legal Corner

Welcome to the Legal Corner. I hope to use this column to raise certain issues or let all of you know about upcoming changes. The first issue I want to raise is an issue most of us never want to think about or think about but put-off, often times until it is too late – a will and power of attorney. There are several reasons to have a will that are too numerous to get into here and have ramifications well beyond your pension account. I encourage all of you to speak to an attorney about creating a will. However, in the space I have here, I wanted to focus on a power of attorney or POA. A POA is overlooked even more often than a will, but it can have far reaching ramifications on your pension account.

Remember, you and you alone can apply for retirement and healthcare, and, you and you alone can make changes to those benefits. If something happens that requires a change in those benefits, but you are unable to physically make those changes (fill out a form and sign it for example), those changes cannot be made – unless you have a POA that grants someone the right to carry-out your wishes. For instance, it might be as simple as changing the account for your direct deposit. You have to send us the proper forms for us to change it. If you are unable to do that, the change cannot be made unless someone with a POA is authorized to do that on your behalf. The situations can be more severe and could involve an in-the-line injury. In those instances, a POA would give you and your loved ones piece of mind that someone is carrying out your wishes. Please consider creating a POA and filing it with HPRS.

## Firearms Concealed Carry Qualification

Firearms concealed carry qualifications at the Patrol Academy Range were a huge success in 2012. As you know, qualified retired officers of the Ohio State Highway Patrol can complete the requirements of The Law Enforcement Officers Safety Act (H.R. 218), enacted in 2004, to carry a concealed weapon under Federal authority. Under the provisions of this federal resolution, Patrol retirees who have separated from the division in good standing can qualify with their firearm, at their own expense, once every twelve months by completing a course of fire that meets the same standards as active duty Patrol officers. The Academy is offering this service again in 2013.

Prior to qualification, the Academy will host a course of instruction to familiarize retired officers with the qualification process and the requirements for carrying a concealed weapon. Training and qualification dates for 2013 have been scheduled:

**Thursday, February 7, 2013, from 1300 hours to 1500 hours**

**Wednesday, April 3, 2013, from 1300 hours to 1500 hours**

**Wednesday, July 3, 2013, from 1300 hours to 1500 hours**

**Wednesday, November 6, 2013, from 1300 to 1500 hours**



OSHP retirees must complete a written request for approval (HP-15C), including the date they wish to qualify and make, model, and serial number of the weapon for which they are qualifying. This approval application can be obtained from <http://statepatrol.ohio.gov/training.stm> or from our website. Applications received later than 14 days prior to the qualification date will be deferred to the next qualification date. Retirees must bring their ID card with them to the qualification.

Retirees will: supply their own weapon and ammunition (a 24 round course), be given two opportunities to qualify, be required to wear a ballistic vest and eye protection during qualification (supplied by the Academy), and will arrive at the Academy with their weapon(s) unloaded and ready for inspection by the Range Officer. Retired officers who meet the qualification standards will be given a copy of their HP-15C-firearms qualification form.

Retirees carrying a concealed weapon (the weapon with which they have qualified) will also be required to carry their OSP issued retirement ID card, with photo, as well as the current year's qualification form. Applications for new ID cards can be found on our website under the Participant login.

Additional questions about this concealed carry program will be provided during the training/qualification unit of instruction or by calling Sgt. Ray Joseph, Academy Staff, at 614-387-6075.

## 2012 Retirees' Association Annual Meeting and Dinner

The Retirees' Association Annual Meeting and Dinner was held Saturday, October 27, 2012 at the Aladdin Shrine Center, Columbus, Ohio. Over 100 people were in attendance. Association officers for 2013 include: President Arnie Schropp, 1st Vice President Butch Collins, 2nd Vice President J.D. Brink, Secretary Kevin Titler, Treasurer Brian Landis, and Immediate Past President Shel Senek. We thank them for their service.



2012 Retirees' Association Annual Meeting and Dinner



## From the Director

As you read in our last newsletter, our pension legislation passed on September 12, 2012. Later on September 26, 2012, Governor Kasich signed our bill into law which becomes effective on January 7, 2013. We have tried to be diligent, through emails, mailings, website postings, troopertotrooper.com, and offsite meetings to keep you informed throughout this process.

Please refer to the list of key implementation dates noted in this newsletter.

As I complete my first year as executive director, although challenging, I want to thank our staff, board, and members for the support they have given me. Because of the involvement of many, our system is much stronger than it was a year ago. I have enjoyed meeting with the many members (active and retired) during this past year, and I look forward to the same next year. As always, whenever you have questions or concerns, call or email my staff or me directly. — Mark Atkeson



6161 Busch Boulevard, Suite 119  
Columbus, OH 43229-2553



614-431-0781 (Columbus)  
800-860-2268 (Toll-Free)  
(Press \* for a dial-by-name directory)



Email: [system@ohprs.org](mailto:system@ohprs.org)  
Website: [www.ohprs.org](http://www.ohprs.org)

*Have a safe,  
healthy, and  
happy holiday  
season!*



**Our office will be  
closed on —  
December 25  
(Christmas Day)**

**January 1  
(New Year's Day)**

**January 21  
(MLK Day)**

**February 18  
(President's Day)**



6161 Busch Boulevard, Suite 119  
Columbus, OH 43229-2553