

# TWK Benefits Task Team

Created 6-21-2020

## Alignment Proposals for January 1, 2021

	Tennessee - Current	Memphis - Current	Proposals
Medical & Pharmacy Plans	Self-Funded - 1 Plan	Wespath - 2 Plan Options	Wespath - 6 Plan Options
	100% covered for participant	80% of participant or family direct billed	Premium Credit for participant & families
	0% covered for family	20% pd by participant	Buy-up options
Employee Assistance Program	None offered	Yes - HealthFlex + Meth Health for all others not on ins or FT	Yes - Participant & Families whether on HealthFlex or not
<b>Pension</b>			
Pre-82 PSR (2019)	\$714 (2019); \$725 (2020)	\$624 (2019); \$636 (2020)	Remain at separate rates.
			Equalize % increases 1-1-2022.
Fulltime Clergy	15%	14+%	15%
Less Than FT Clergy	UMPIP 12% & no CPP Coverage	UMPIP 6% & no CPP Coverage	UMPIP 9%
Lay Conf Employees	UMPIP 12%	UMPIP 9% of Comp w/3% matching contribution	UMPIP 9% of Comp w/3% matching contribution
	\$100K of life ins & disability (UMLife)	150% salary of life ins + disability (UMLife)	\$100K of life ins & disability (UMLife)

Tabled			Proposals - Tabled
Retiree Health	None, yet Dental can continue post-retirement	"Via Benefits" options + HRA @ \$250/M + \$250/M for spouse	
		Must be 60 on 7-1-2016 + 20 yrs of service	
Early Retirement	If 35 yrs of service & 62 can retire and receive ins for 3 years	Not eligible	