

Welcome to The Retirement Connection!

Change in IRS Withholding Forms for 2023

The Internal Revenue Service has released new versions of the W-4P tax withholding form. The change will require patience on everyone's part – ORS is in the process of reprogramming its software system to accommodate the changes, and starting January 1, 2023 new withholding elections must be made using the new form.

The traditional W-4P form we are familiar with that allow us to select our withholding options will be split into two different forms under the new regulations. The revised W-4P will be used to withhold federal income tax from monthly pension benefit payments. The new split-off Form, W-4R, will apply to withholding on one-time payments and rollovers.

One important note: current retirees will not need to complete a new Form W-4P if there are no withholding changes.

For those who do need to use the new W-4P form due to changes in their withholding, the new forms are more complex than the existing form.

ORS is working to develop resources and more detailed information that will be available on our website, www.sjretirement.com.



Retiree Open Enrollment for 2023 November 1-30

Retiree information packets are still being assembled at the printer. They will start arriving the week of 10/31/22.

It's that time of year again when retired members can make changes to their health-related benefit plans. As usual, Retiree Open Enrollment lasts the entire month of November, and ORS will be sending materials and reaching out through articles, our website, and our social media platforms with information about resources available to help you consider choices.

For now, here are the highlights of this year's Retiree Open Enrollment and changes in the offerings available:

- There are no new health plans offered this year.
- For most of the plans, the rate increase averages approximately 3 percent.
- For Anthem plans, the rate increase is approximately 15 percent. ORS' consultant negotiated valiantly to minimize increases and did gain a significant reduction in the original planned increase. But a perfect storm of too few enrollees plus a large number of extraordinarily expensive claims made it impossible to keep Anthem's rate increases as low as other plans. We are frustrated, too, and empathize with members about these increases. However, Anthem

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Coverage to be available to dependents until age 24 for Vision and Dental

We're thrilled to be able to add dental and vision insurance coverage to dependent children until age 24 – regardless of their school student status. This means members can enroll their dependent children for medical, dental and vision coverage in the upcoming Open Enrollment season without submitting any proof of enrollment in school.

Of course, dependent children are still eligible for medical coverage until age 26, as entitled due to the terms of the Affordable Care Act. The entitlement to vision and dental coverage until age 24 – for students and non-students alike – is the new policy. Note: For Dental HMO plans the age is 26.

Retirees with dependents will receive a postcard notifying them of this change prior to Open Enrollment, which begins Nov. 1. Those students already on their parents' policies will no longer have to submit class lists or proof of their student status to re-establish their eligibility.

Message from CEO Roberto L. Peña



We are headed into a very busy season here at ORS, which means a busy season for many members, too. First and foremost, November 1 begins Open Enrollment once again. Retirees can make changes in their benefits selections through November 30, and once again, we are working hard here at ORS to provide resources in different ways and on multiple communications platforms to provide the most updated information.

This issue of *The Retirement Connection* features articles related to Open Enrollment, including an overview of the most significant changes and updates. Perhaps the most gratifying news is that we are planning on hosting an in-person Retiree Benefits Health Fair. This year, the Retiree Benefits Health Fair

is scheduled for November 2 at the Leininger Community Center in Kelley Park, 1300 Senter Road, San Jose, from 10 a.m. to 2 p.m.

Also, you will see an article about an important change in IRS tax withholding forms, mandated by the IRS to be implemented by January 1, 2023. Here at ORS, we are working on the significant challenge to restructure our software programs to accommodate the new mandated forms and data. It appears that the new forms may be more complicated than the existing W-4P form. Retirees who have no changes to their withholding will not have to complete a new W-4P. Staff are undergoing training and will be ready to help retirees with the new form if they are making changes after January 1, 2023. Those with changes can find more information on our website at www.sjretirement.com.

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continues to be a crucial provider in part, because they are among few plans that cover out-of-state retirees.

- There is a new benefit for Kaiser Senior Advantage members. Members will receive a \$70 credit each quarter to purchase over-the-counter items through a Kaiser Online Store. These credits do not rollover. You “use it or lose it.” There is no cash – the credits must be used to purchase items at the Kaiser site.
- There are no benefit or rate changes to dental and vision plans.
- As always, In-Lieu Credit Program enrollees must submit an Open Enrollment form if they wish to continue in the program.
- Finally, remember that the easiest way to submit a change form for Retiree Open Enrollment is through your Member Direct portal. It is safe, secure, and you get immediate confirmation of the change when received. And a copy will be saved in your Member Direct account. (Any supporting documents required, such as a marriage license or birth certificate, can also be sent to ORS from your Member Direct account).

Did you know?

The **988 Suicide & Crisis Lifeline** (formerly known as the **National Suicide Prevention Lifeline**) is a suicide prevention network of over 160 crisis centers that provides **24/7 service** via a toll-free hotline with the number 9-8-8. It is available to anyone in suicidal crisis or emotional distress. The caller is routed to their nearest crisis center to receive immediate counseling and local mental health referrals. The lifeline supports people who call for themselves or someone they care about.

Quarterly Question

- Q:** What are the rules regarding the medical coverage benefit Tier 1 retirees are entitled to? I've heard confusing and sometimes conflicting explanations.
- A:** This is a great and important question, because we at ORS have also heard of confusion about this issue. First, remember, we are talking only about Tier 1 retirees who are eligible for medical. The benefit structure is different for Tier 2 members.

Tier 1 retirees, who are eligible for medical, are entitled to paid medical benefits equal to the lowest cost single, member plus spouse or family medical plan available to active City employees. Should they choose to enroll in a plan that is more expensive than the lowest cost plan, they must pay the difference in premium costs. Most important: Tier 1 retirees who are eligible for medical and who have reached age 65 must enroll in Medicare. That will become their primary coverage. The health benefit they get through their San Jose pension will be a supplemental plan – not primary coverage.

Staffing Updates

- **David Lisenbee** has left City service to pursue other opportunities.
- **Tracy Tanner** has left the City to pursue her Master's Degree.
- Congratulations to **Tara Tran** who is now the Benefit Analyst working for Benefits Health team.

Welcome to ORS!

- **Teresa Meyer-Calvert**, Sr. Benefits Analyst
- **Han Van** – Sr. Benefits Analyst
- **Donna Hepp** – Health Staff Specialist
- We are pleased to welcome back **Jesselle Holcomb** to the Benefits group!



Profile:

ORS Benefits Health Group

Tara Tran Health Analyst



- Q:** Tell us a bit about your path to ORS.
- A:** Prior to coming to ORS, I worked at another pension plan and just started at ORS this year. I am a health analyst responsible for processing health insurance enrollment and changes for members and working with our insurance vendors. So that means busy season is coming up for my team with Open Enrollment throughout November.
- Q:** What do you find most satisfying about your job?
- A:** I like talking to members and helping them solve problems. But I also enjoy working with my colleagues here at ORS. They are all so nice and supportive of each other.
- Q:** What can you share about your background?
- A:** I grew up in Vietnam and came to New York 12 years ago. I moved to San Jose 4 years ago. I really enjoy the weather of the Bay Area and all the natural environment available nearby.
- Q:** How do you spend your off-duty time?
- A:** I am a proud mom of two little girls and love spending time with them. I love drawing and painting – especially portraits of family and friends.

Sandra Castellano Benefits Division Manager



- Q:** Share a bit about your path to ORS, and your duties here.
- A:** I joined ORS in August, 2021, although I have worked for the City since 1995 in a wide variety of roles, including many within the Human Resources field. I was the Department of Transportation's Administrative Officer since 2014 and until coming to ORS last year. The range of skills I gathered over those many years fit perfectly with this new role as Benefits Manager here at ORS.
- Q:** What do you find most gratifying and most challenging about the work at ORS?
- A:** It's gratifying to serve retirees who worked so hard on behalf of the City and its residents. The job has many challenges, including significant changes over the past decade, new tiers of retirees with different sets of benefits, new technology that changes how we work, an evolving job market, and the reality that employees have become more transitory. We handle an amazing workload, so it's a continual challenge to be more efficient and manage that workload. It's also important to support staff so this continues to be a great place to work.

- Q:** Tell us a little about your personal background.
- A:** I was born in Ft. Lauderdale, FL and moved to Columbia, MD in high school. I went to college in Maryland and earned my degree in Psychology with a minor in Computer Sciences. I served Volunteers in Service to America (VISTA) and relocated for that service to Santa Clara, where I worked with at-risk youth with the California Conservation Corps. I saw a flyer recruiting for an analyst position, and that began my career with the City and my permanent settling down in California.
- Q:** Who is Sandra off-duty?
- A:** I'm married to a retiree. We live in San Jose with two wonderful cats. Our first date was attending a Stanford volleyball game in 1996 and we've been season ticket holders ever since. I enjoy yoga and jazzercise, and vacationing in Hawaii. I'm also studying yogic philosophy and Jyotish (Vedic astrology), which I hope to practice even more when I retire.

Teresa Meyer-Calvert Sr. Health Analyst, Benefits Team

- Q:** What is your role at ORS?
- A:** I am the new senior health analyst for the Benefits Division. Personally, I have had to navigate retirement benefits due to the needs of an ailing family member, which instilled in me an appreciation for these services, as well as respect for the patience and dedication it takes to serve members well.
- Q:** Tell us a bit more about your background.
- A:** I have a degree in Radio/Television/Film from San Jose State University and have worked rendering weather graphics for use in broadcast media and distribution to other commercial customers. I then worked for a video reseller, specializing in video editing software. I did video demonstrations at trade shows, training and support for clients, which brought me to the City of Milpitas, where I worked in their Information Services Department for several years. Eventually, I accepted a position with San Jose in the Parks Division.
- Q:** What are you most looking forward to as a new employee at ORS?
- A:** I am anticipating bringing the best possible service to our customers, and looking forward to relationships I am beginning to build here.
- Q:** Share a little about your outside-ORS life?
- A:** I am the mother of three high school students and stay busy supporting them and their various activities. I serve on a non-profit board for a chorus my girls have been members of for years. I enjoy boating, traveling, watching my daughters perform, and a good red wine with friends.

The Retirement Connection

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GO GREEN!

Send ORS an email to retirement.
dept@sanjoseca.gov if you would like
to receive your copy of the newsletter
electronically, via email or if you prefer
to access the newsletter online at our
website www.sjretirement.com

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Upcoming Board Meetings

COVID-19 virus has had an impact on our operations. Meetings are being held by teleconference. Please check our website for the latest information.

Police and Fire Board meetings are held on the 1st Thursdays of each month except in July. Upcoming meetings will be held on the following dates:

November 3 December 1 January 5

Federated Board meetings are held on the 3rd Thursdays of each month except in July. Upcoming meetings will be held on the following dates:

November 17 December 15 January 19

BOARD UPDATES

The Board vacancies for recruitment are posted on the City Clerk's website at:
<https://sanjose.granicus.com/boards/w/923860ac785826ef>

All meetings unless otherwise posted on the Agenda, are at City Hall, 200 E. Santa Clara Street, Wing Rooms 118-120. Meetings are also live-streamed on our website at www.sjretirement.com

Upcoming City Closures

Nov. 11 – Veterans' Day
Nov. 24-25 – Thanksgiving
Dec. 23-Jan. 1 – Holiday Closure
Jan. 2 – New Years' Holiday

CONTACT US!

408-794-1000 or 1-800-732-6477
Our staff directory can be found on our
website at: www.sjretirement.com
Click on "About us"/"Office Staff" or email
us at retirement.dept@sanjoseca.gov