Retiree Insurance In MyTRS MTRS Employer Training Guide

MASSACHUSETTS TEACHERS'
RETIREMENT SYSTEM
SPRING 2024



Welcome!

This guide is a comprehensive walkthrough of retiree insurance deduction processing in MyTRS as allowed under M.G.L. Chapter 32 and M.G.L. Chapter 32B.

Samples of real reporting scenarios, which employers encounter while maintaining insurance information in MyTRS, are used in this guide. If you have a reporting need or situation not captured in this manual, please contact our insurance coordinator at insuranceupdates@trb.state.ma.us.

To access instructions specifically related to reporting active employee information, see our *Deduction Reporting in MyTRS* guide.

The MyTRS application will receive periodic updates; some will be noticeable, while others will be database-related and not visible to users. As MyTRS evolves to improve the user experience and remain compliant with technology and data security standards, we will announce future functional changes to employers and update our guides online.

Visit our website at mass.gov/mtrs

The Employer section of our website offers in-depth information on all aspects of the MTRS, including:

- Employer procedures and resources (member eligibility, regular compensation, etc.)
- Current guides and training videos for MyTRS
- Forms (retirement and refund applications, payment submittal forms, etc.)

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Retiree Insurance in MyTRS

	Log in / Navigation / Employer Information	1	
	Retiree Insurance Guidelines	2	
Process Individual	Processing Individual Retiree Insurance	3	
Insurance Deductions Chapters 3 – 11	Initial Enrollments	4	
	Change Enrollments	5	
	Replacing a Plan with the Same Start Date	6	
	Adding Coverage with a Start Date Prior to the Most Recent Rate Start Date	7	
	Correct Enrollments	8	
	Cancel Enrollments	9	
	Check Insurance Deduction History	10	
	Insurance Reports	11	
Plan Rates	View Plan Rates	12	
Chapters 12 – 14	Add / Edit Plan Rates	13	
	Premium Rate Holidays	14	

Chapter 1—Log in / Navigation / Employer Information

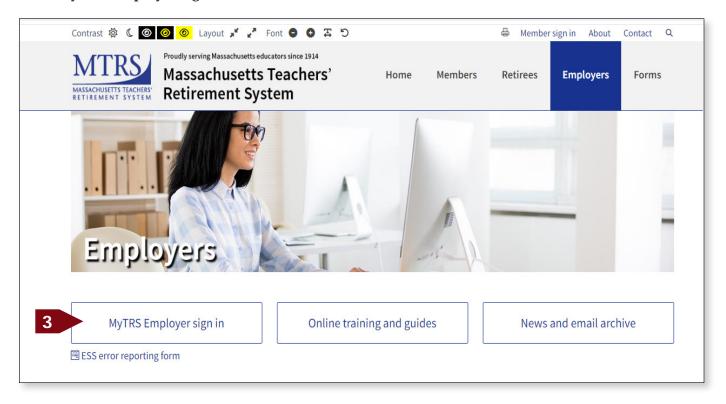
Log in to MyTRS

1. Go to www.mass.gov/mtrs.



Suggestion: If not saved already, we recommend saving this page as a favorite in your browser's favorite bar.

3. Click MyTRS Employer sign in.



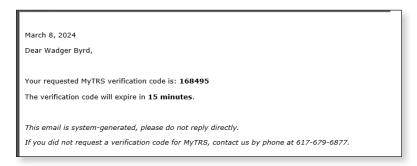
4. Enter username (not case-sensitive) and password (case-sensitive).



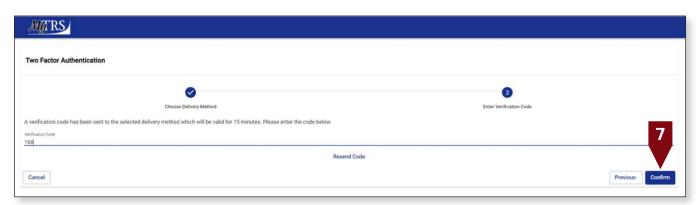
5. Two factor authentication (TFA) will require you to receive a security code to login. Select your preferred delivery method (if multiple options exist for your account) and click **Next**.



6. MyTRS will send a message as shown.

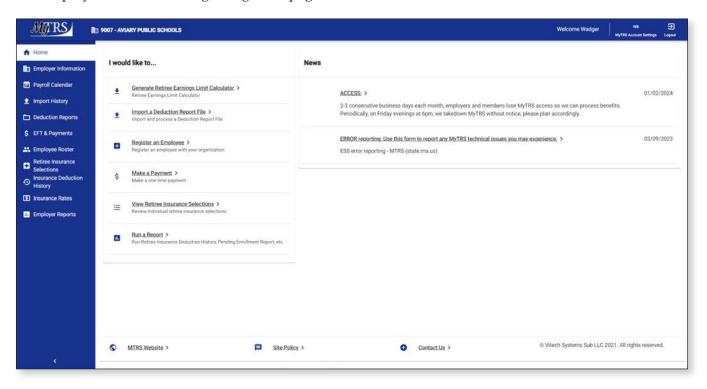


7. Enter the verification code you received and click **Confirm**.



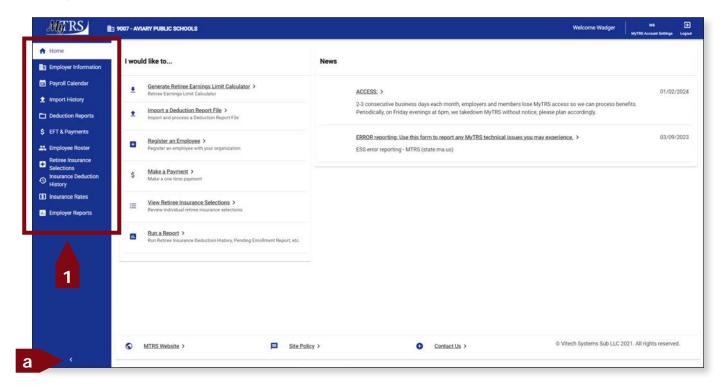
If you are copying and pasting the code from the email you received, double click on the code to highlight it before copying it (if you manually highlight it, an extra space will be included with the code when you paste it in MyTRS and will prevent you from logging in).

8. Once the correct code is entered, the TFA login is complete, and the Home page displays. Note: For more information or support on Two-Factor Authentication (TFA), please see the Employers online training and guides page of our website.

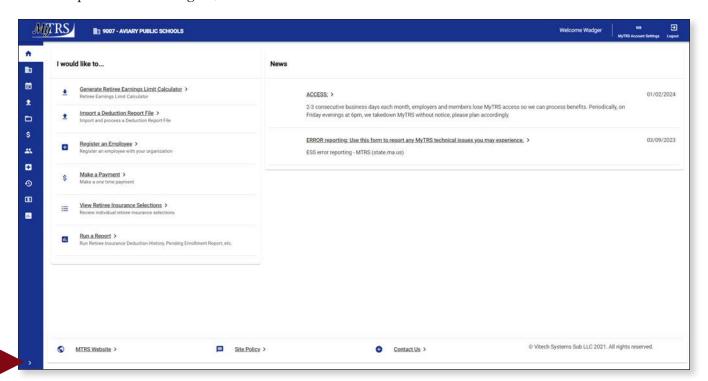


Home Page Navigation

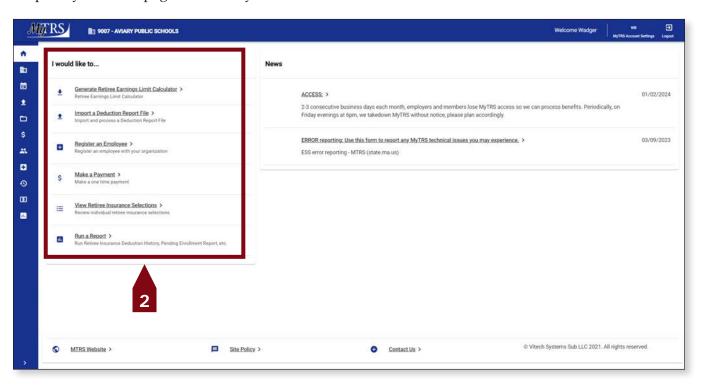
1. *Left navigation menu*—This menu has links that take you to the main pages. From these links you can access additional related links.



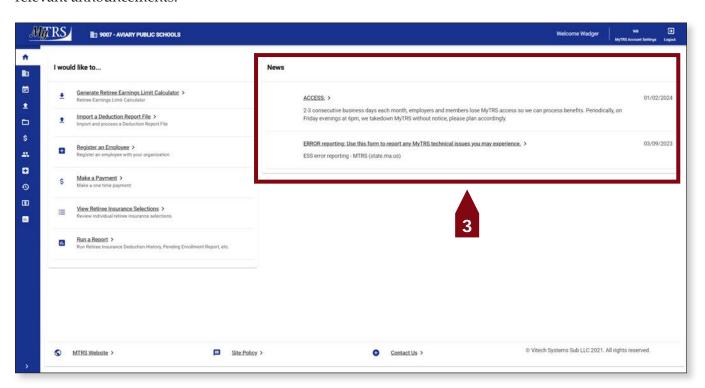
- a. This menu can be minimized by clicking the < at the bottom of the menu.
- b. To expand the menu again, click > at the bottom of the menu.



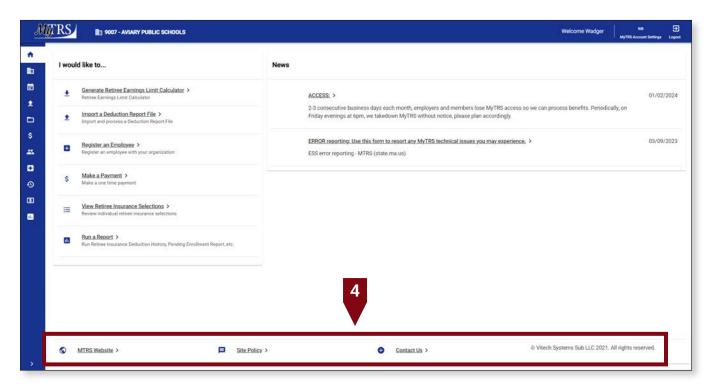
2. *I would like to...* menu—This quick links menu takes you to some of the most frequently accessed pages within MyTRS.



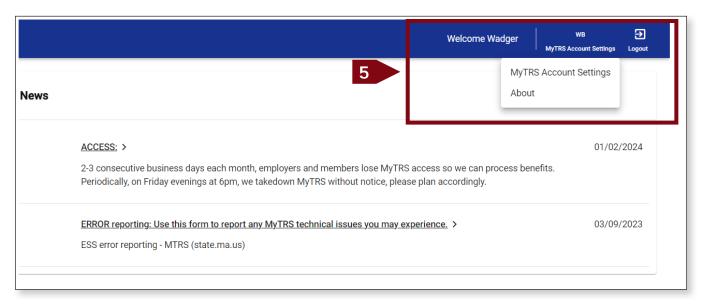
3. **News section**—In this section, you will find updates and news about system down time on warrant days. Be sure to check this section when you login to stay informed of any relevant announcements.



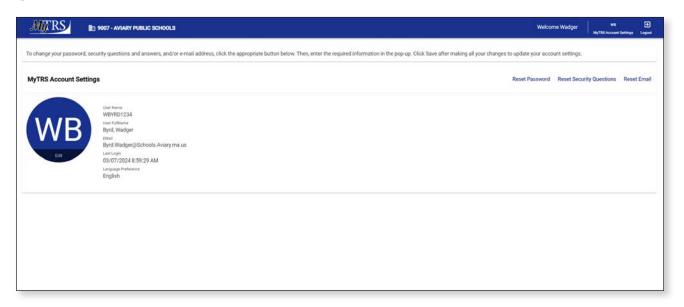
4. *Bottom Navigation*—The links at the bottom of the page take you to various pages on the main MTRS website.



5. *Header Navigation*—The header shows your Contact Name, links to your MyTRS account settings and the logout button.



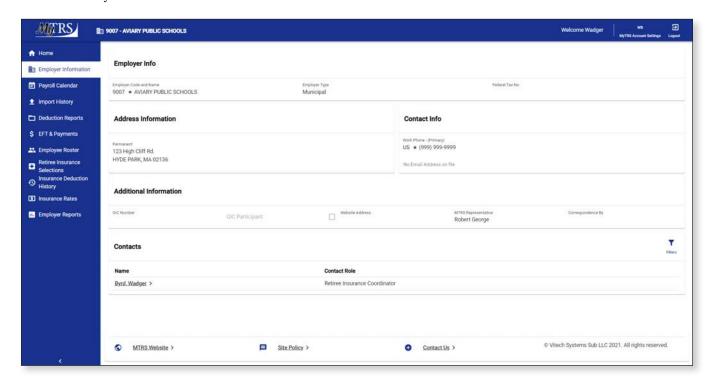
a. *MyTRS Account Settings*—This is where you reset your password, security questions and email.



Employer Information

The *Employer Information* page displays:

- 1. Employer code and name
- 2. Address
- 3. Phone number
- 4. Email address
- 5. MTRS Representative assigned to your employer
- 6. Contacts for your district



This data is for informational purposes only and can only be changed by an MTRS representative. Contact your Employer Services Representative if any of this information needs to be updated.

Chapter 2—Retiree Insurance Guidelines

What to know BEFORE making changes to retiree insurance coverage.

Insurance coverage for retired MTRS members is not provided by the MTRS. Most school districts offer continued insurance coverage to their retirees or their survivors, and by request, the MTRS deducts the monthly premiums from the retiree's retirement allowance. The premiums are forwarded to the retiree's former district monthly.

Note: The IRS requires retirees' insurance premiums to be withheld on an after-tax basis.

Guidelines

- 1. Access to insurance changes via MyTRS is only available for districts not enrolled in the GIC-RMT direct billing program.
 - The MTRS does not maintain an insurance profile with individualized plans and rates for districts enrolled in the GIC direct billing program; we receive a file from the GIC indicating the monthly deduction amount.
- 2. Employers have access to add, change, and cancel individual coverage for retirees and survivors as well as add new rate periods for insurance plans associated with their employer. Only the MTRS can add a new plan to an employer. To request a new plan, please contact the MTRS at insuranceupdates@trb.state.ma.us if you need a new insurance plan added to your employer.
- 3. Employers can terminate a plan by adding a stop date. It is VERY important to note that any member currently having deductions on that plan will have their deductions stopped with the same end date. Please make sure to always keep a plan open for at least one retiree payroll during which you expect no retirees to be on the plan so you can be sure no retirees will have deductions removed in error and fall off your radar.
- 4. Each month there is a cut-off date, generally mid-month, in which MyTRS access is blocked as we run the monthly warrants. Entries made after that date will be processed on the following retiree payroll and will not be reflected until the retiree's following check. The date of the retiree payroll is announced each month under *News* on the *Home* page.
- 5. Insurance deductions are taken one month in advance for retirees.
 - E.g., **January 1** insurance premiums are deducted from the retiree's **December 31** pension payment, May 1 insurance premiums are deducted from the retiree's April 30 pension payment, etc. All entries in MyTRS are based on the coverage period, not when they will be or were deducted.

6. New retirees can be setup for insurance deductions as soon as the MTRS has received and logged their retirement application.

You will be able to enter an *Initial Enrollment* for a new retiree; however, the system will not allow you to make any changes after completing the initial enrollment until the member's retirement application has been finalized.

If you need to add initial coverage for a member that retired prior to 06/30/2016 or you find that we have accidentally not set up a retiree, please email insuranceupdates@trb.state.ma.us to request that we enable the retiree's insurance account with the subject "Enable Retiree."

7. How to handle health insurance deductions for employees who are retiring at the end of the school year:

Is your school district one of the districts that participate in the Group Insurance Commission's RMT program? If:

YES, then you should withhold premiums for any partial month and two full months following the employee's retirement date, because the GIC begins coverage on the first day of the third full month of retirement. For example, if the employee is retiring on 6/30/13, then you should withhold premiums through August 30, 2013. The employee would then stay with your district's group insurance program for July and August, and the GIC will pick up coverage as of September 1st. Likewise, if the employee is retiring on 7/15/13, then you should withhold premiums through September 30, 2013; in this case, the employee would stay with your district's group insurance program through July, August and September, and the GIC will pick up coverage as of October 1st.

NO, then you should treat the employee as if he or she would be returning to school the next year, and withhold his or her premiums as you would normally do from the employee's (school) year-end payday or summer pays, so that his or her insurance is paid up through the month of September. Then, in September, the insurance coordinator for your city/town/regional district can instruct us to begin insurance premium withholdings for the new retiree's October premium; the retiree's October insurance premium will be withheld from the retiree's MTRS retirement payment that is processed at the end of September.

- 8. All coverage changes are made on a full-month basis. Partial adjustments are not available to employers. If you:
 - a. Enter a **start date** other than the first day of the month; MyTRS will require you to fix the coverage effective date.
 - b. Enter a **stop date** other than the last day of the month; MyTRS will require you to enter a proper stop date. When entering a cancel function, MyTRS will require the coverage end date on the first step.
- 9. Adding both individual retiree insurance periods or a new price period for the rate of a plan itself requires that a row be added to the table with the start effective date and price.

- 10. If you enter new or changed deductions with a backdated effective coverage date, MyTRS will calculate an adjustment bill or refund called a "rebill" based on the entered plan rate and effective date.
 - If you manually billed or refunded your retiree directly, adjust your effective date accordingly to prevent the system from creating the automatic adjustment.
- 11. When entering deductions with retroactive effective dates, check your retiree's calculated adjustment refund or bill immediately under Insurance Deduction History to verify that the "rebill" amount matches your calculation.

Rebills are designed to calculate the difference between what the retiree's deductions were and what the deductions should have been. You will only see a rebill for months that have already been deducted; the current month's bill will not appear until our retiree payroll has been processed.

Rebills are reviewed daily by the MTRS and you may be contacted regarding any questionable rebill adjustments.

If you make a valid retroactive insurance change that generates a rebill of \$500 or more, you are required to email insuranceupdates@trb.state.ma.us notifying us of the adjustment; otherwise the rebill may be voided by the MTRS.

If you delete a plan coverage row, MyTRS will automatically create a rebill to refund all the historical payments associated to the date range pertaining to the coverage row deleted.

Only delete a plan coverage row if you need to:

- a. Replace the existing row with a different plan with the same start date, or
- b. Remove the coverage for a deduction added in error.
- 12. When making a change to an account for a member with more than one medical plan, please pay special attention to which section you are updating to avoid accidentally changing the wrong plan (Med 1, Med 2 or Med 3).
- 13. In the event a retiree or their spouse dies, please end their coverage accordingly as of the last day of the month in which the party died.
 - Please notify insuranceupdates@trb.state.ma.us with the date of death, when possible, and we will do the same.
- 14. If the deceased has a survivor who receives a survivor benefit, or their own MTRS benefit, deductions for that survivor must be setup to be withdrawn from the survivor's benefit as an Initial enrollment as the deceased's benefit will be stopped.
- 15. The order of deductions from a retiree's check do not relate to a retiree or their spouse/dependents.
- 16. The MTRS reserves the right to change or cancel any deduction.

Chapter 3—Processing Individual Retiree Insurance

Processing Individual Deductions

MyTRS provides towns direct access to setup, change, correct or cancel deductions if they provide insurance for their retirees. Deductions are processed monthly as part of our retiree payroll. Retiree insurance coverage changes can be entered in real time, proactively or retroactively as needed.

Processing Options

- 1. *Initial enrollment*—Allows a user to setup a retiree's initial insurance coverage options. Once a retiree has had their first insurance deduction, this function cannot be used to add or change coverage plans or dates (use Change Enrollment).
- 2. *Change enrollment*—Allows a user to switch health plans, add additional coverage or delete current options.
- 3. *Correct enrollment*—Allows a user to correct only enrollment effective dates when no other changes are needed.
- 4. *Cancel enrollment*—Allows a user to stop participation in a plan in cases where a replacement option is not selected.

Insurance Deduction Categories

- 1. *Medical*—This is the retiree's primary medical insurance deduction.
- Second Medical—This allows the retiree to have multiple medical options deducted at the same time. This is typically used when a retiree's spouse or dependent is covered under the employer's insurance plan requiring a second deduction. There is no significance to the order in which deductions are listed.
- 3. *Third Medical*—This works the same way as second medical but allows for a third coverage option. This field is seldom used.
- 4. *Dental*—Insurance for dental coverage only.
- 5. *Vision*—Insurance for vision coverage only.
- Life—Life insurance, usually a group policy offering retirees minimum coverage.
- 7. *Optional Life*—Supplemental life insurance that employers may offer to retirees who wish to have coverage above the minimal coverage.

Notes:

- When listing coverage in the *Medical, Second Medical* and *Third Medical* fields, there is no significance to the order, but some coverage options haven't been made available as second and third medical options (to minimize annual rate maintenance). If a new option is needed in either the *Second Medical* or *Third Medical* field that isn't available in your menu, please email <code>insuranceupdates@trb.state.ma.us</code> and we can add it in for you.
- You can only choose one plan option under each section; you can only select one plan under *Medical* and one plan under *Second Medical*, etc.

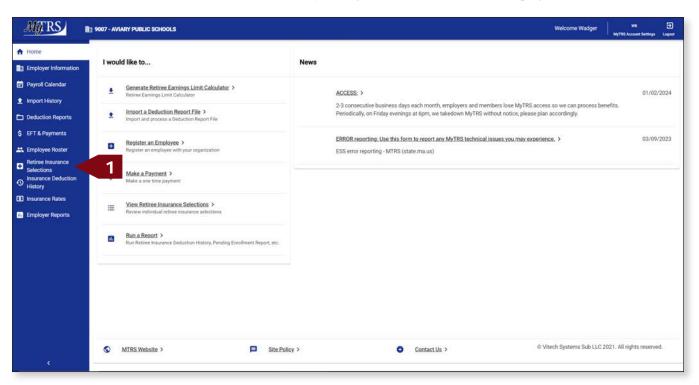
Chapter 4—Initial Enrollments

Note: When adding coverage to a new retiree that is not yet in pay status, an alert message will be displayed stating that the deduction amount is greater than 50% of the retiree's benefit (their benefit is \$0 until they enter pay status). This is only allowable when setting up Initial coverage. Changed or corrected enrollments over 50% of the retiree's benefit will be blocked.

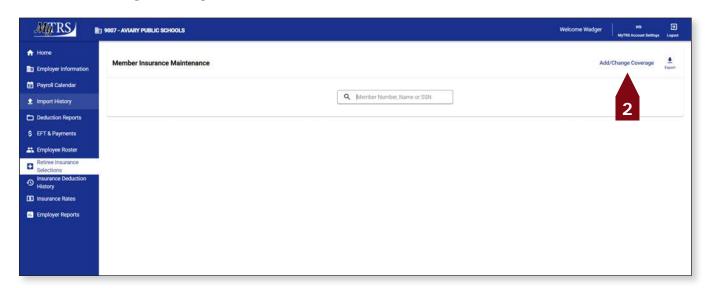
Initial Enrollment

To set up insurance deductions for the first time for a retiree or survivor, use the following steps.

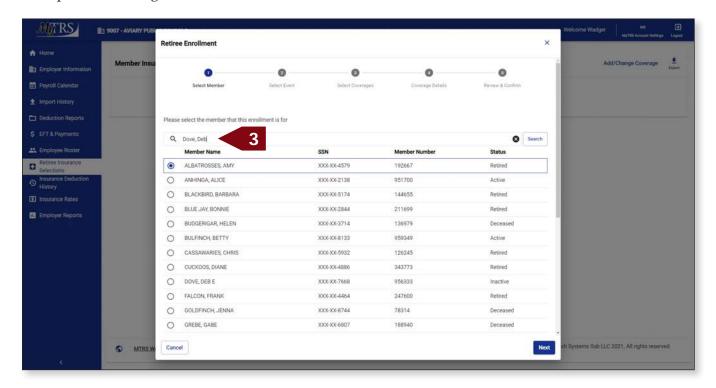
1. Click **Retiree Insurance Selections from** the *Left navigation* menu on the *Home* page.



2. Click Add / Change Coverage.

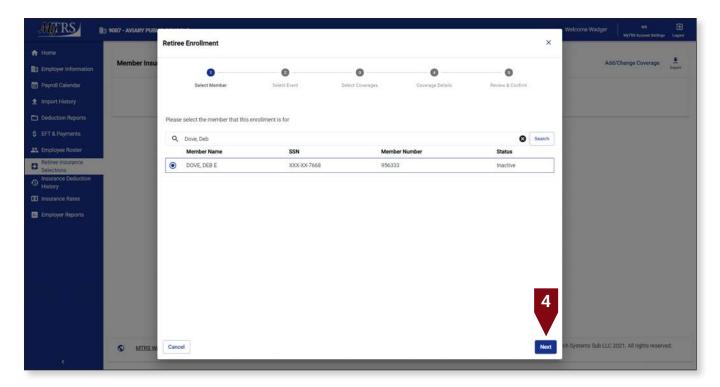


3. Enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard or the search button. In this example, we're using the fictional name: Deb Dove.



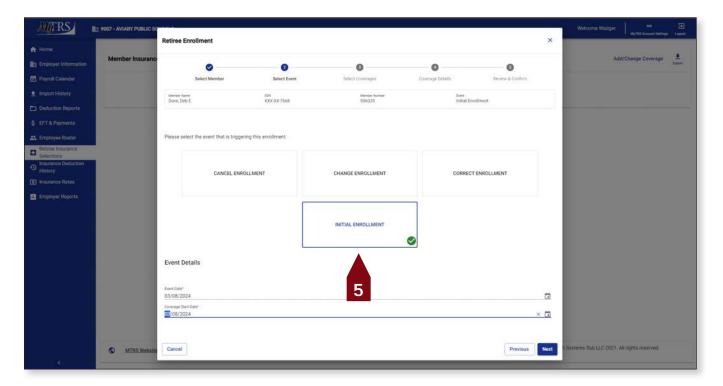
If your search returns multiple members, select the correct one from the list provided.

4. Select the radio button next to the correct member then click **Next**.



Your retiree will appear as "Inactive" until they are officially in pay status. If you are able to add coverage to a retiree while they are Inactive, the MTRS has enabled that possibility because we determined the member will qualify for a benefit and so you can add their coverage early and hopefully the first time you attempt to do so.

5. Click Initial Enrollment.

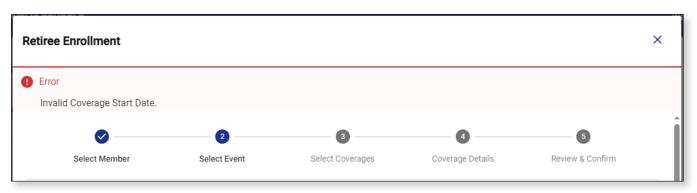


The following fields will appear:

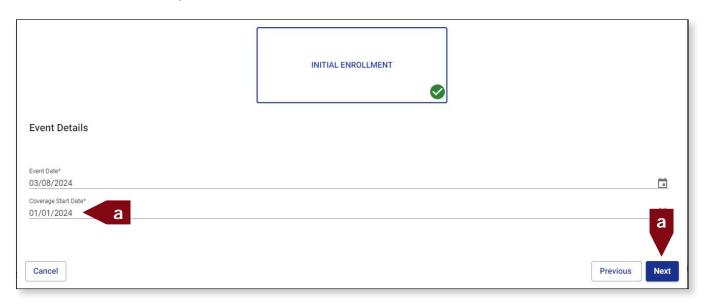
Event Date—Pre-filled with today's date.

Coverage Start Date—Pre-filled with today's date but MUST be changed to the correct start date of the coverage.

This date MUST be changed the correct start date, the first day of the month for Initial, Change and Correct coverage or the last day of the month for Cancelling coverage. Failure to enter a correct date or an attempt to use a date prior to your retiree's retirement date, will result in the following error.

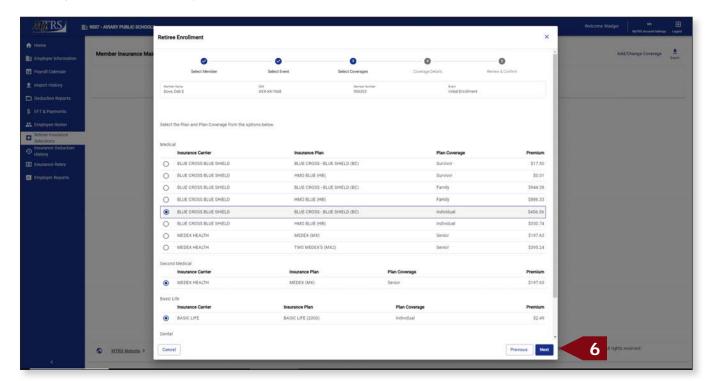


a. Once the date is fixed, click Next.



The coverage start date cannot precede your retiree's first coverage eligibility date which is the first day, of the first month, after the date of retirement.

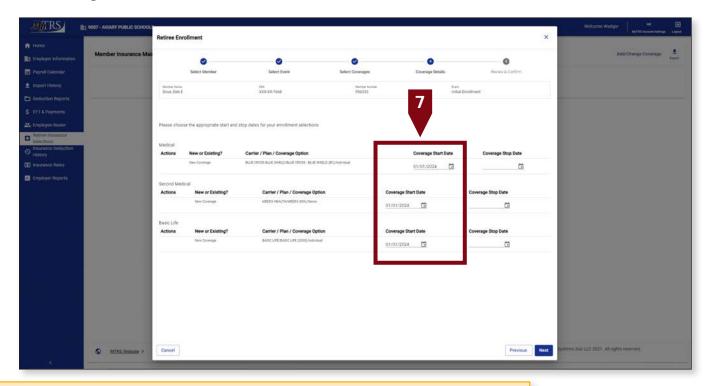
6. Select the radio button next to the correct plan under each section on the *Select Coverages* page. To add additional coverage, you will need to scroll down to the other deduction coverage sections to make your selection. Then click **Next**.



Reminder: You can only choose one plan option under each section; you can only select one plan under Medical and one plan under Second Medical, etc.

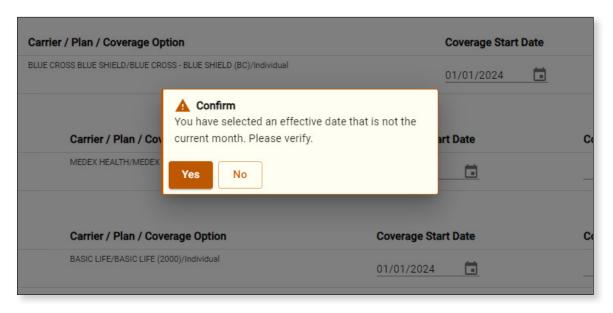
If you accidentally select an option under one of the categories and the retiree does not actually have that type of coverage at all, you will need to click **Previous** to clear the selection.

7. Check the *Coverage Start Date* for each type of coverage on the *Coverage Details* page. Make changes as needed, then click **Next**.

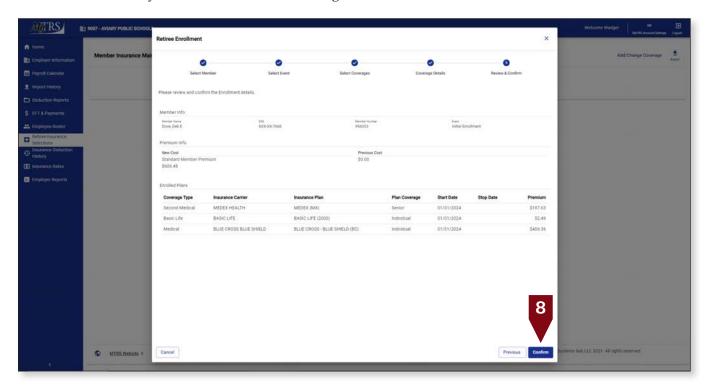


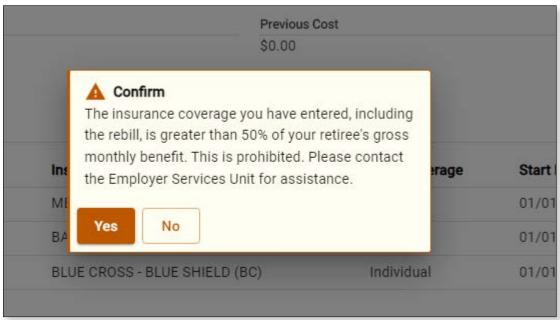
Note: It is especially important to select all options for Initial Coverage in one sitting as MyTRS will prevent you from changing these selections after leaving the wizard if your retiree isn't in pay status yet.

Retroactive changes will require you to confirm Yes on this menu to trigger a retroactive calculation.



8. Click **Confirm** once you have verified the coverage chosen is correct.



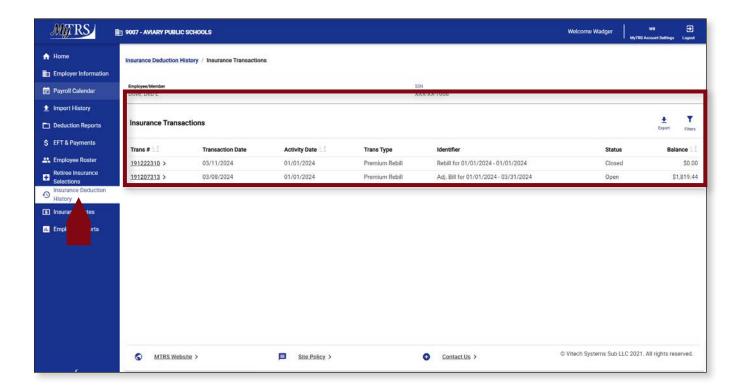


Note: When adding coverage to a new retiree that is not yet in pay status, an alert message will be displayed stating that the deduction amount is greater than 50% of the retiree's benefit (their benefit is \$0 until they enter pay status). This is only allowable when setting up Initial coverage. Changed or corrected enrollments over 50% of the retiree's benefit will be blocked. To proceed with the coverage added, please click yes.

9. MyTRS will confirm a rebill has been generated when adding retroactive coverage. You are responsible for checking that rebill to make sure it calculates accurately. See Chapter 10 for those instructions.



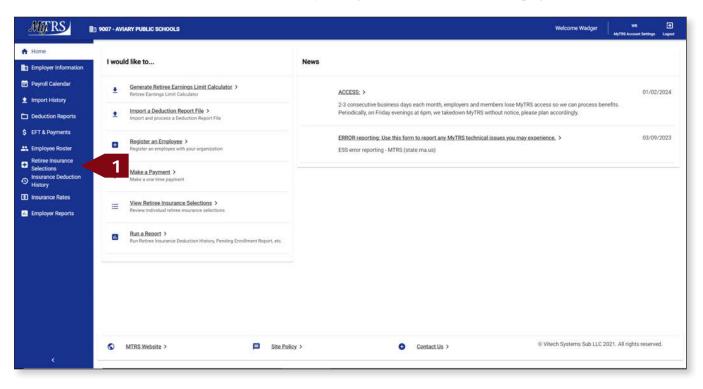
It is imperative that you go to the Insurance Deduction History screen in MyTRS to make sure the rebill calculated is the amount you expect to be calculated based on the coverage effective periods.



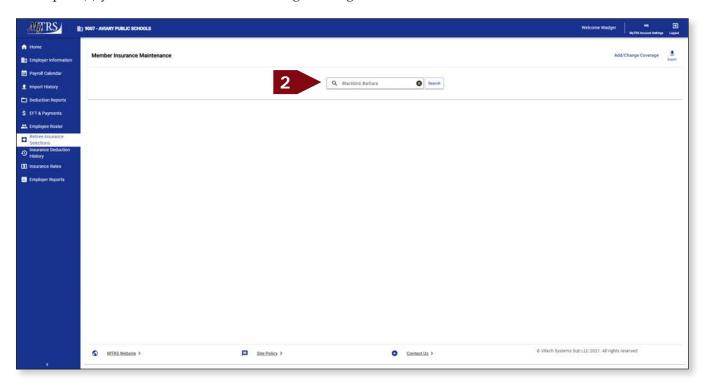
Chapter 5—Change Enrollments

To change an insurance plan for a currently enrolled retiree (e.g., changing from one medical plan to another), use the following steps:

1. Click **Retiree Insurance Selections** from the *Left navigation* menu on the *Home* page.

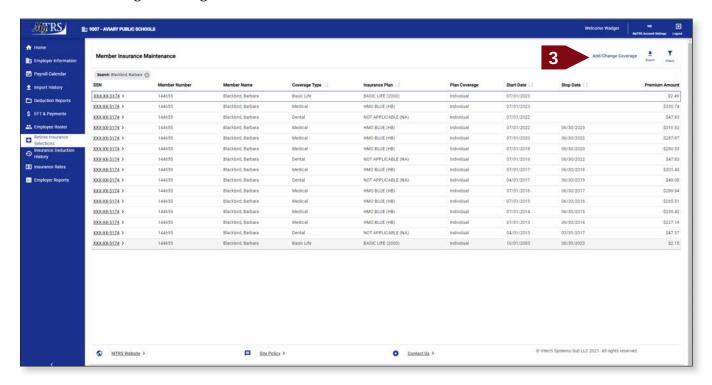


2. Enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard or click **Search** to review what plan(s) your retiree has before making a change.

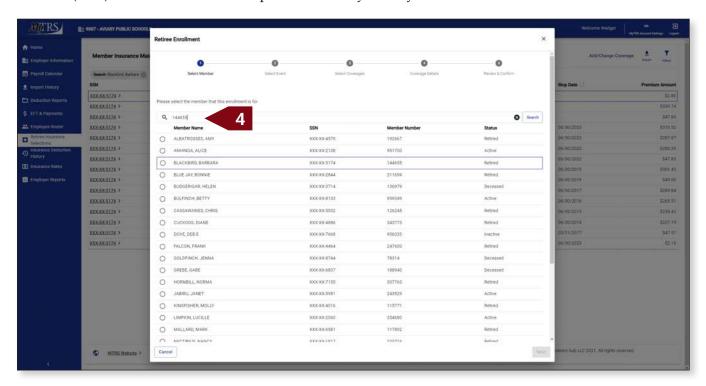


3. Please review your retiree's current insurance coverages before making any changes.

Click Add / Change Coverage.

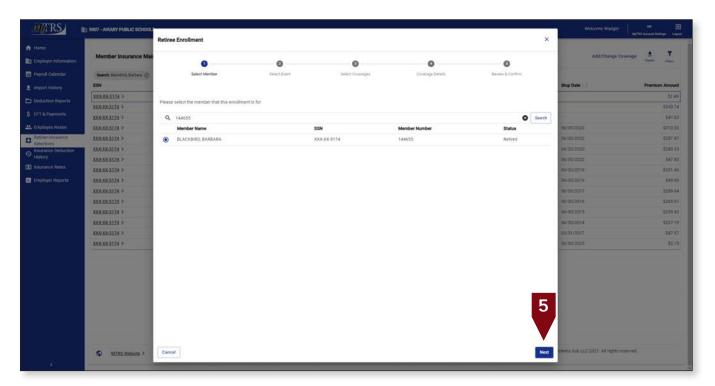


4. Again, enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard or click **Search**.

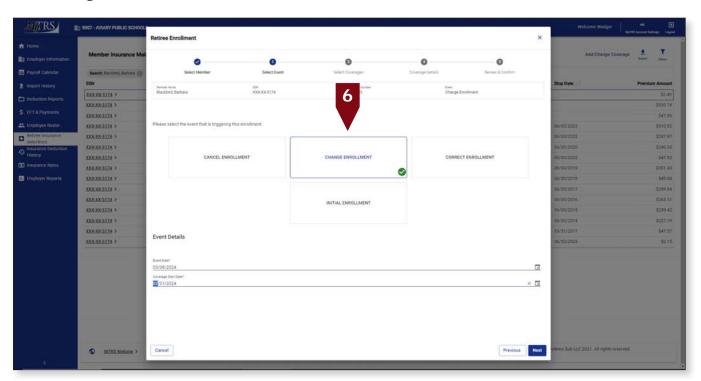


If your search returns multiple members, select the correct one from the list provided.

5. Select the radio button next to the correct member then click **Next**.



6. Click Change Enrollment.

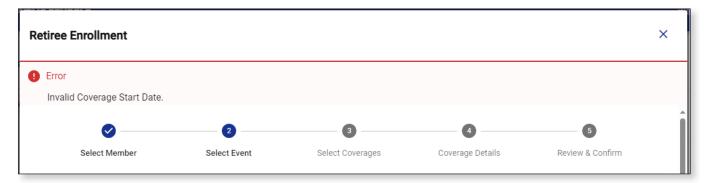


The following fields will appear:

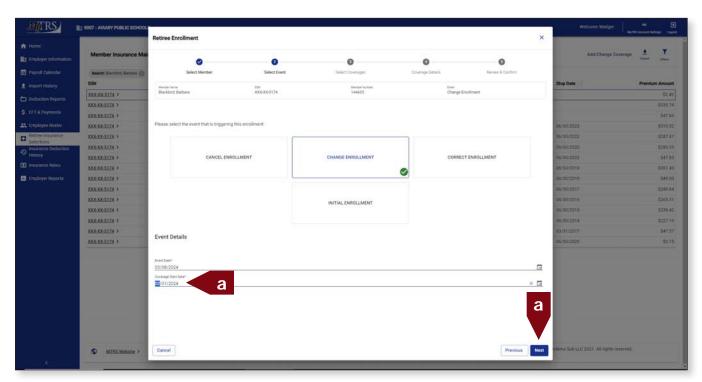
Event Date—Pre-filled with today's date.

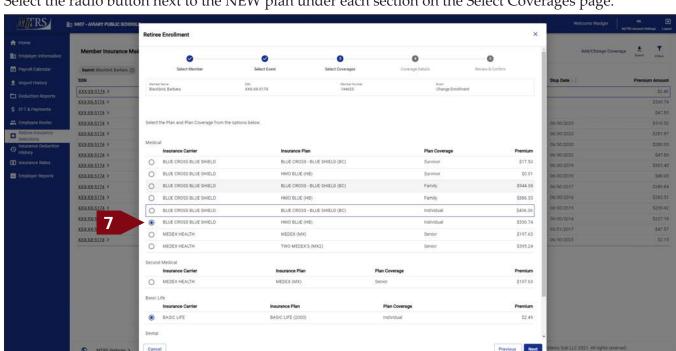
Coverage Start Date—Pre-filled with today's date but MUST be changed to the correct start date of the coverage.

This date **MUST** be changed the correct start date, the **first** day of the month for **Initial**, **Change and Correct coverage** or the **last** day of the month for **Cancelling coverage**. Failure to enter a correct date or try to use a date prior to your retiree's retirement date, will result in the following error.



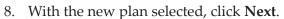
a. Once the date is fixed, click **Next** .

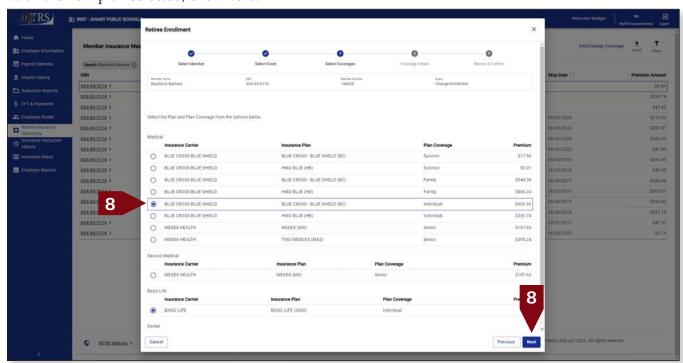




7. Select the radio button next to the NEW plan under each section on the Select Coverages page.

In this instance the retiree's First Medical is changing from HMO Blue (HB) to Blue Cross Blue Shield (BC). The system will automatically stop the HMO Blue (HB) coverage when the Blue Cross Blue Shield (BC) plan is selected.





Reminder: You can only choose one plan option under each section; you can only select one plan under Medical and one plan under Second Medical, etc.

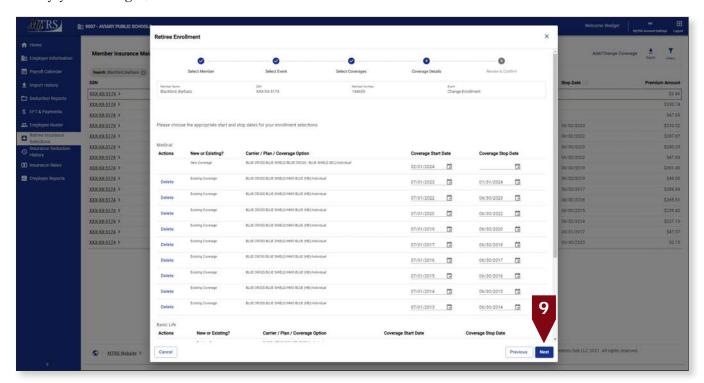
If you accidentally select an option under one of the categories and the retiree does not actually have that type of coverage at all, you will need to click Previous to clear the selection.

9. Check the Coverage Start Date for the new plan selected on the Coverage Details page.

The *Coverage Start Date* is the first day of the coverage month. So, if the coverage starts in February, the *Coverage Start Date* should be "02/01/2024."

Do not delete rows of old coverage. If you delete older coverage by clicking the Delete link next to the plan, the retiree will automatically be refunded any deductions taken for the time period associated to that row.

Verify your changes, then click Next.



a. If you are backdating coverage to a month prior to the current month, you will see the following message:



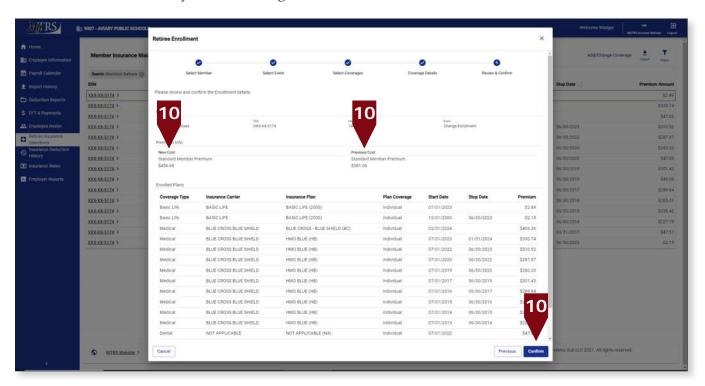
- b. If the dates are correct, click **Yes**.
- c. If the dates are incorrect or you are not sure, click **No**.
 - **Fix** the dates if needed and then click Next.
 - Click Yes when the above message is displayed again.

10. On the *Review & Confirm* page, ensure everything is correct.

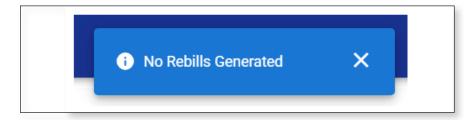
The new monthly premium total is shown under New Cost.

The former monthly premium total is shown under Previous Cost.

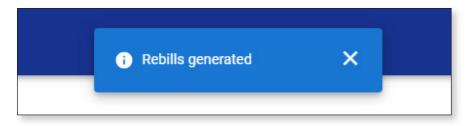
- a. If everything is correct, click Confirm at the bottom of the page.
- b. If any changes need to be made to a plan or a start date, click **Previous** at the bottom of the page and go back and make edits. Clicking **Cancel** will close the wizard and discard the selections you made using the wizard.



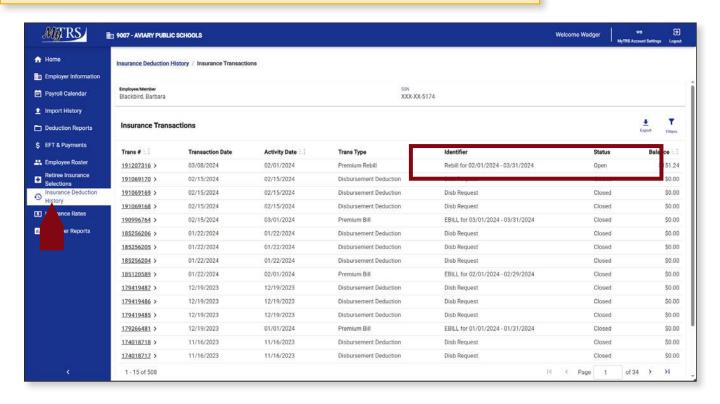
c. When making pro-active changes to take effect on a future date, the following message will be displayed.



d. When making retro-active changes to take effect on a past date, the following message will be displayed.



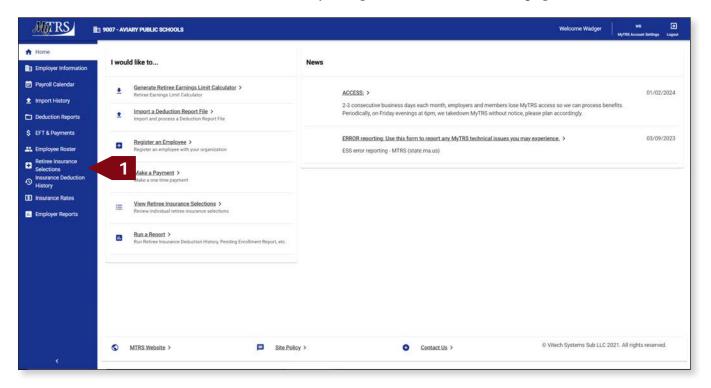
It is imperative that you go to the Insurance Deduction History screen in MyTRS to make sure the rebill calculated is the amount you expect to be calculated based on the coverage effective periods.



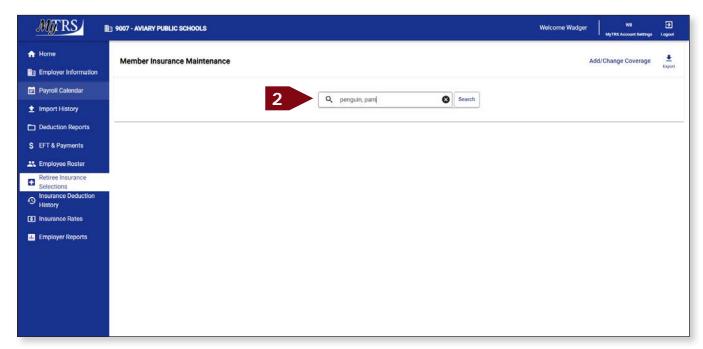
Chapter 6—Replacing one plan for another with the same start date

In cases in which you are entering a new plan for a retiree that replaces an existing plan with the same start date, you will need to replace the existing row by deleting the old row during the change process.

1. Click **Retiree Insurance Selections** from the *Left navigation* menu on the *Home* page.

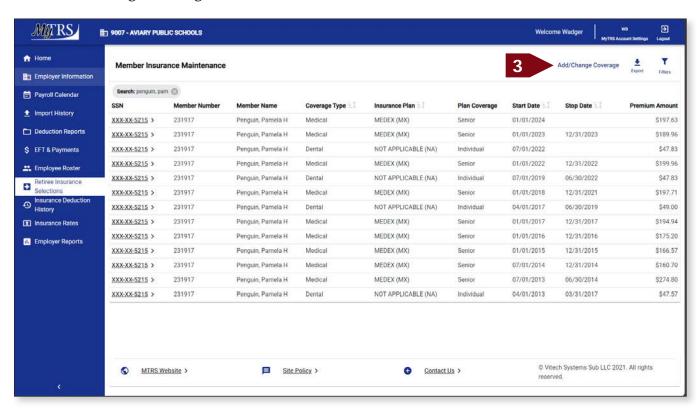


2. Enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard or **Search** to review what plan(s) your retiree has before making a change.

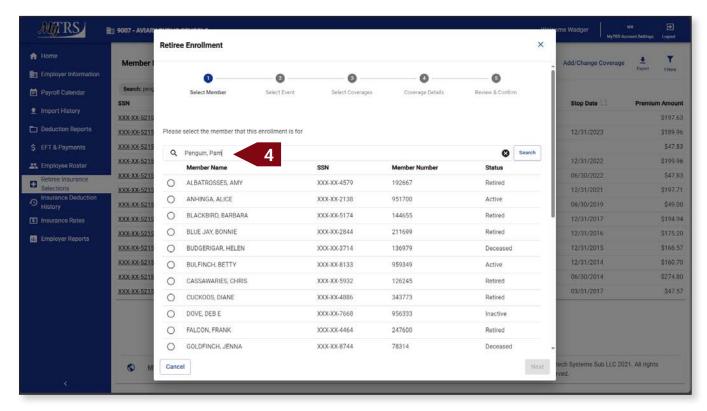


3. Please review your retiree's current insurance coverages before making any changes.

Click Add / Change Coverage.

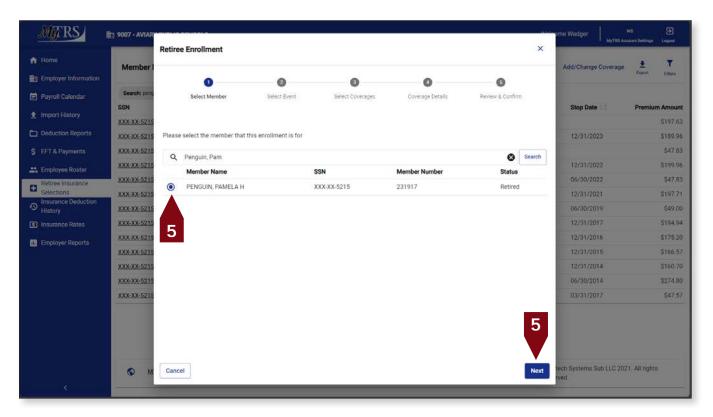


4. Again, enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard or click **Search**.

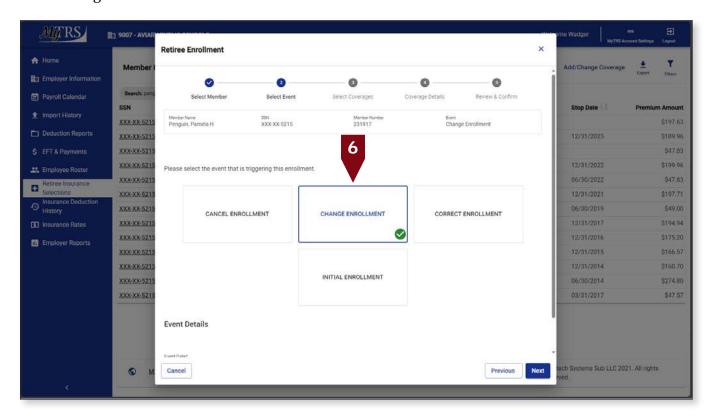


If your search returns multiple members, select the correct one from the list provided.

5. Select the radio button next to the correct member then click **Next**.



6. Click Change Enrollment.

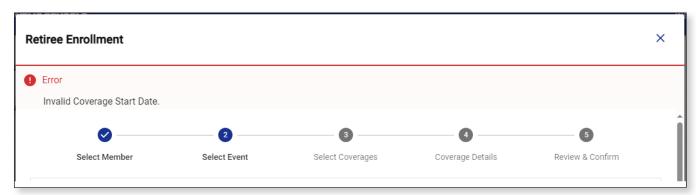


The following fields will appear:

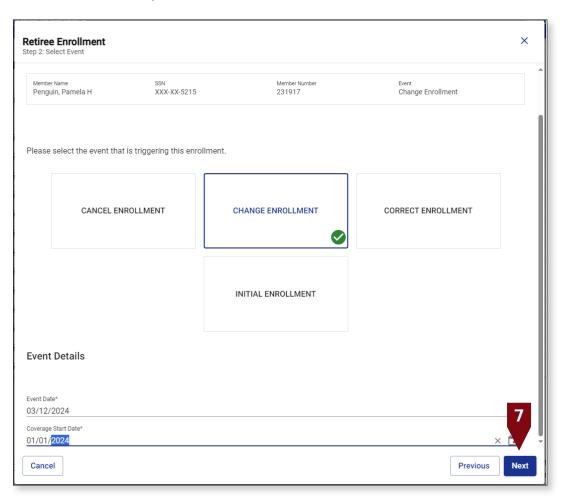
Event Date—Pre-filled with today's date.

Coverage Start Date—Pre-filled with today's date but MUST be changed to the correct start date of the coverage.

This date **MUST** be changed the correct start date, the first day of the month for Initial, Change and Correct coverage or the last day of the month for Cancelling coverage. Failure to enter a correct date or try to use a date prior to your retiree's retirement date, will result in the following error.

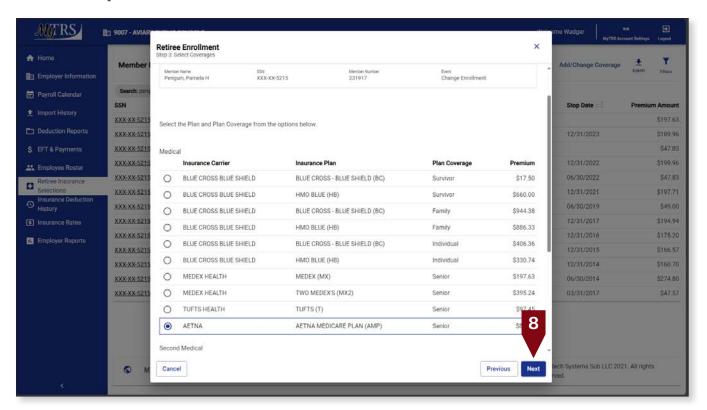


7. Once the date is fixed, click **Next**.



8. Select the radio button next to the NEW plan under each section on the *Select Coverages* page. In this example, the retiree switched from Medex to Aetna.

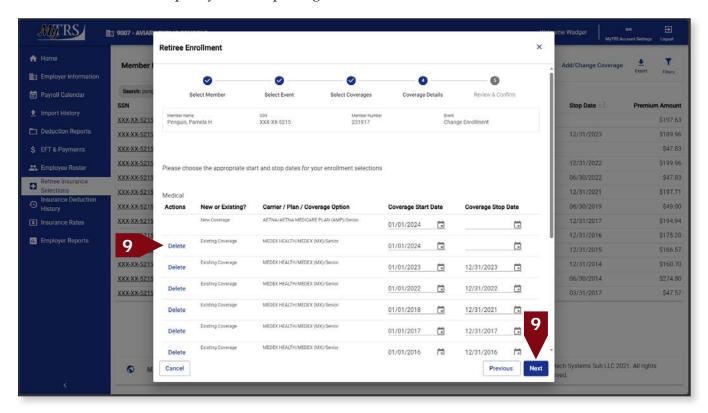
With the new plan selected, click **Next**.



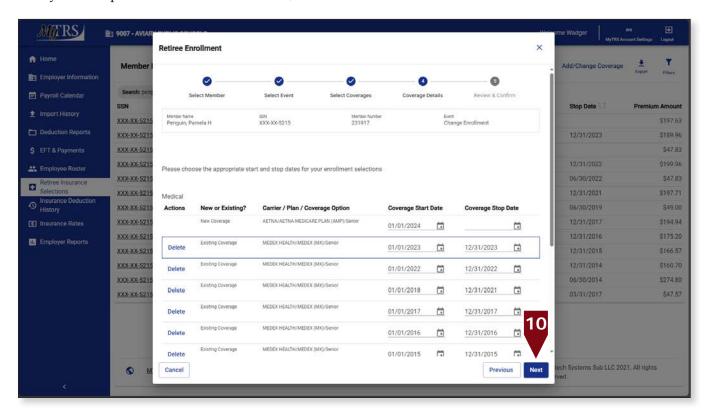
Reminder: You can only choose one plan option under each section; you can only select one plan under Medical and one plan under Second Medical, etc.

If you accidentally select an option under one of the categories and the retiree does not actually have that type of coverage at all, you will need to click **Previous** to clear the selection.

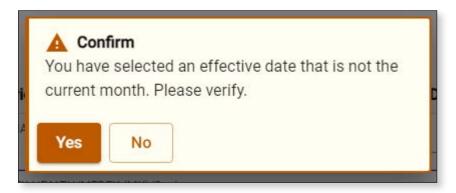
9. Click **Delete** next to the plan you are replacing.



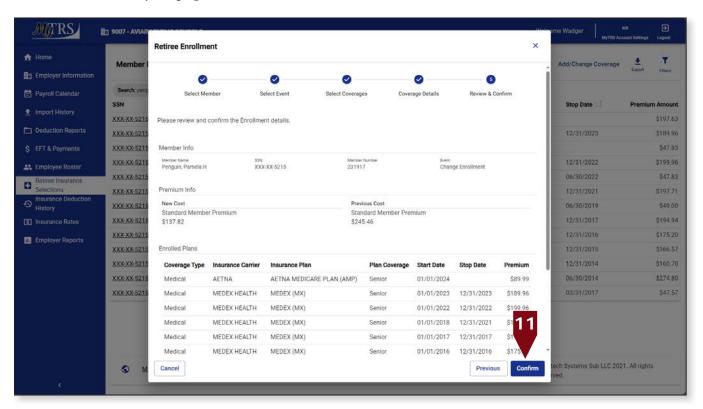
10. Verify the old plan row has been removed, click Next.



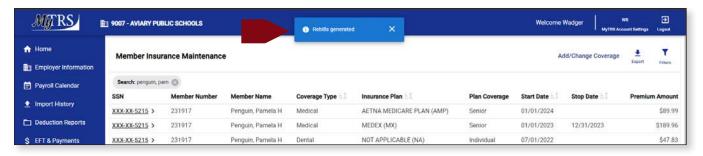
a. If this message is displayed due to a retroactive start date, click Yes.



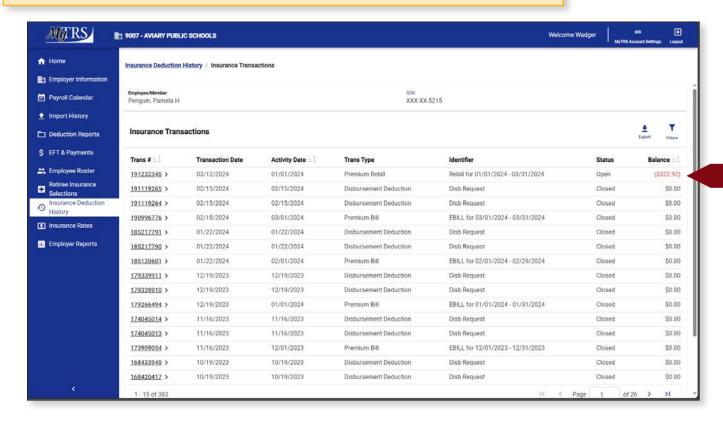
11. On the *Review & Confirm* page, click **Confirm**.



In this example case, the change was retroactive so a rebill message will appear.



It is imperative that you go to the Insurance Deduction History screen in MyTRS to make sure the rebill calculated is the amount you expect to be calculated based on the coverage effective periods.

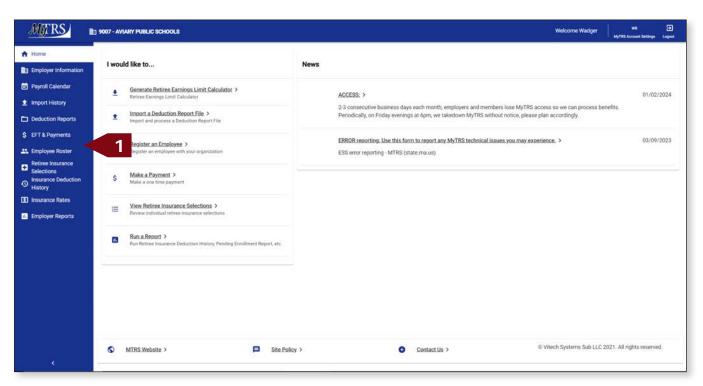


Chapter 7—Adding Coverage with a Start Date Prior to the Most Recent Rate Start Date

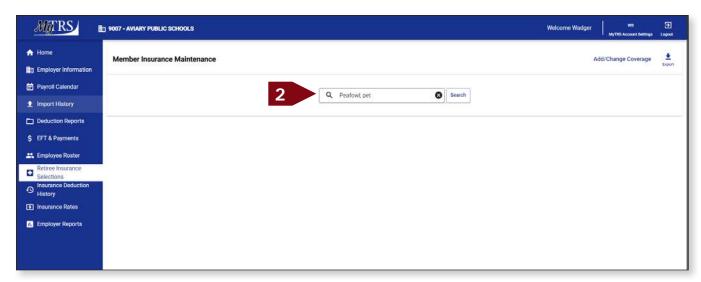
If you are entering retroactive coverage with a start date PRIOR to a new rate going into effect, you will need to add two lines of coverage so that the retiree will be charged appropriately. This will require a 3-step process.

Step 1: The first line will be for the coverage for the time prior to the new rate taking effect

1. Click **Retiree Insurance Selections** from the functions menu.

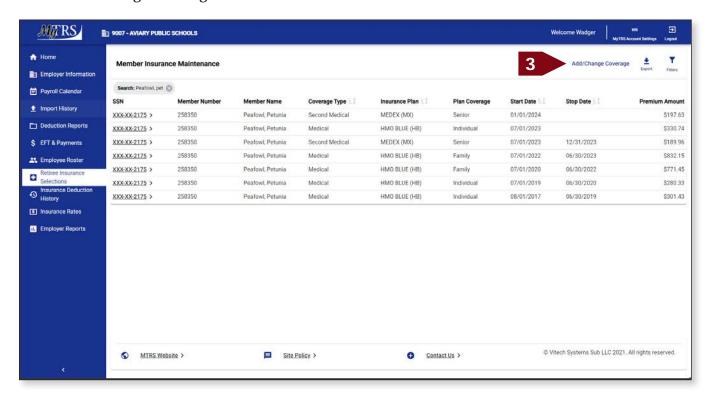


2. Enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard or click **Search** to review what plan(s) your retiree has before making a change.

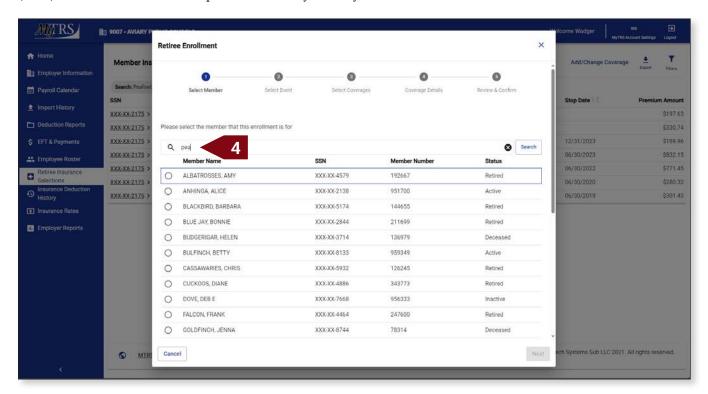


3. Please review your retiree's current insurance coverages before making any changes.

Click Add / Change Coverage.

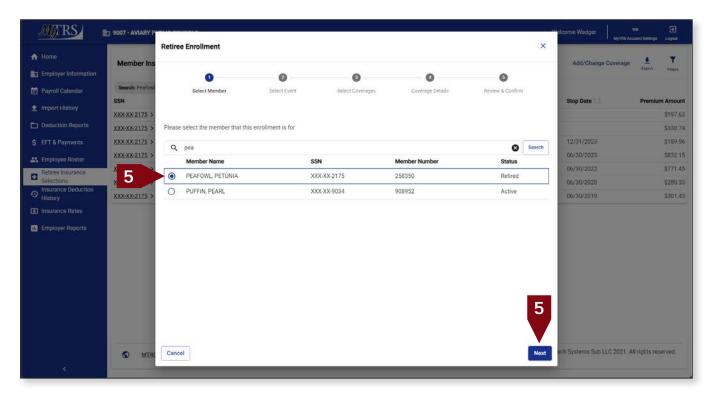


4. Enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard or click **Search**.

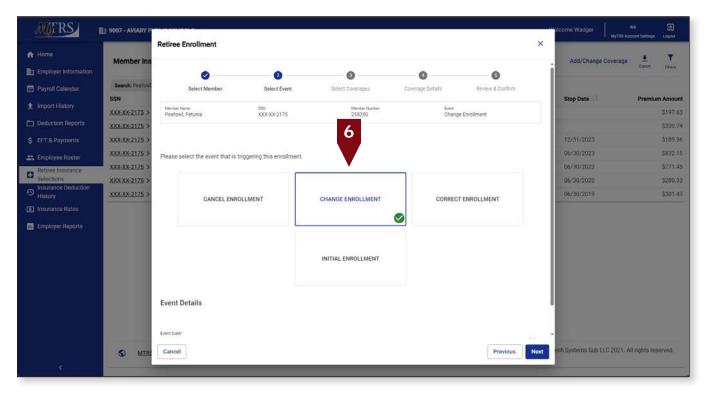


If your search returns multiple members, select the correct one from the list provided.

5. Select the radio button next to the correct member then click Next.



6. Click Change Enrollment.

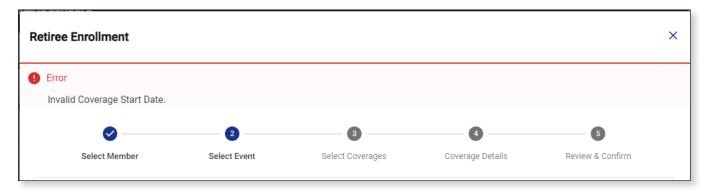


The following fields will appear:

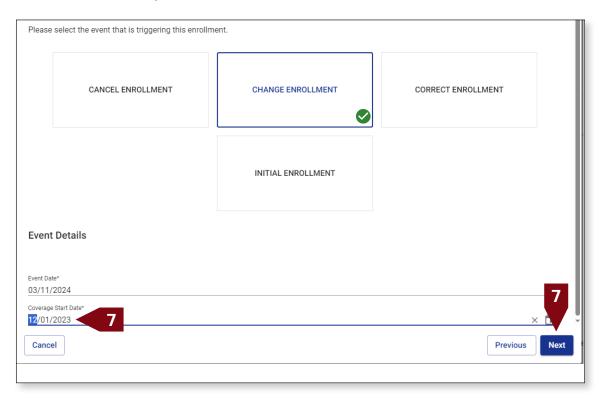
Event Date—Pre-filled with today's date.

Coverage Start Date—Pre-filled with today's date but MUST be changed to the correct start date of the coverage.

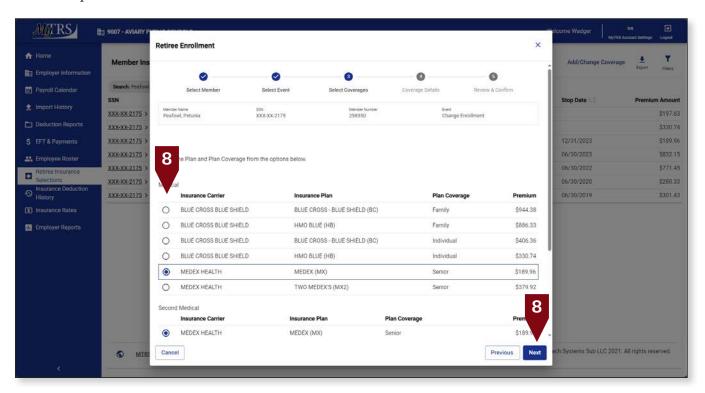
This date **MUST** be changed the correct start date, the first day of the month for Initial, Change and Correct coverage or the last day of the month for Cancelling coverage. Failure to enter a correct date or try to use a date prior to your retiree's retirement date, will result in the following error.



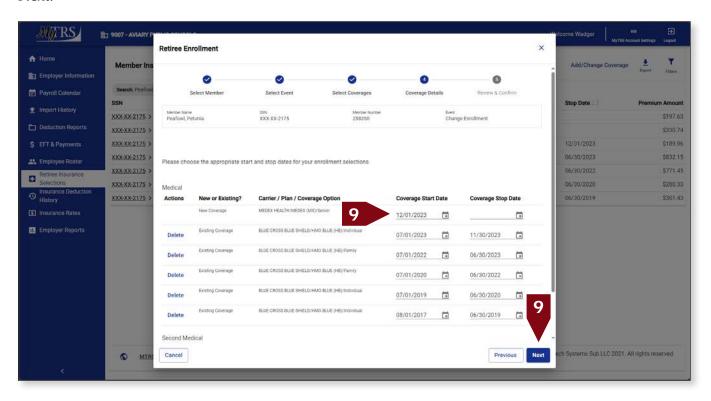
7. Once the date is fixed, click **Next**.



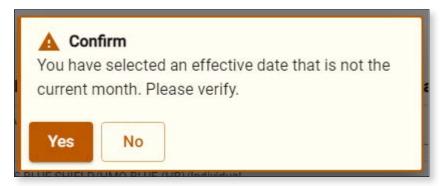
8. Select the plan from the available list, click **Next**.



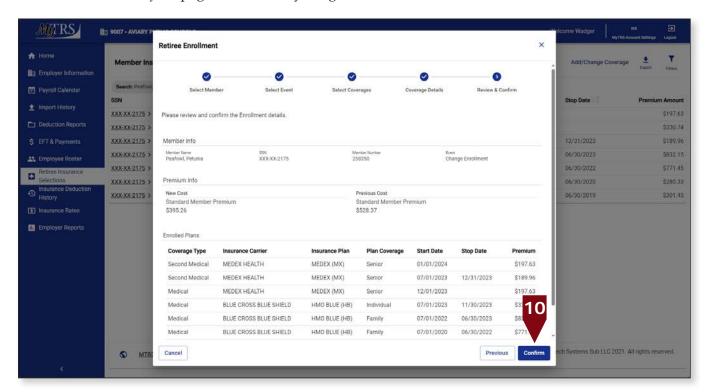
9. Make sure the appropriate start date is listed in the *Coverage Start Date* field and click **Next**.



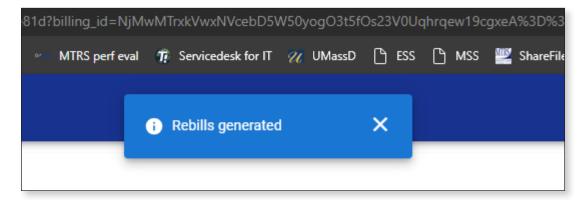
If this message is displayed due to a retroactive start date, click Yes.



10. On the *Review & Confirm* page, ensure everything is correct and click **Confirm**.



This process will result in Rebill.

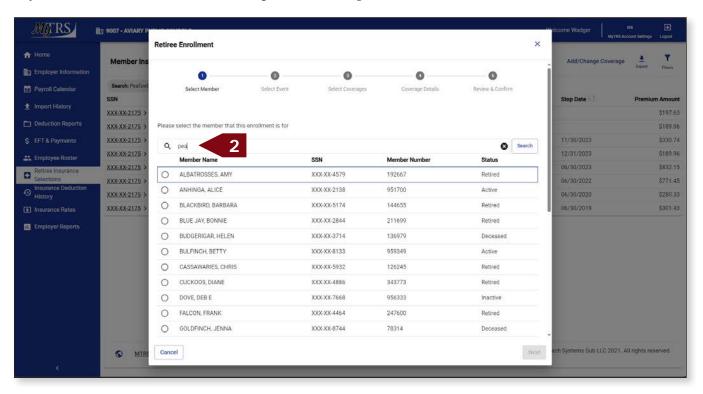


Step 2: The next step, we'll need to Cancel the coverage we just added so we can add a row for the newest rate

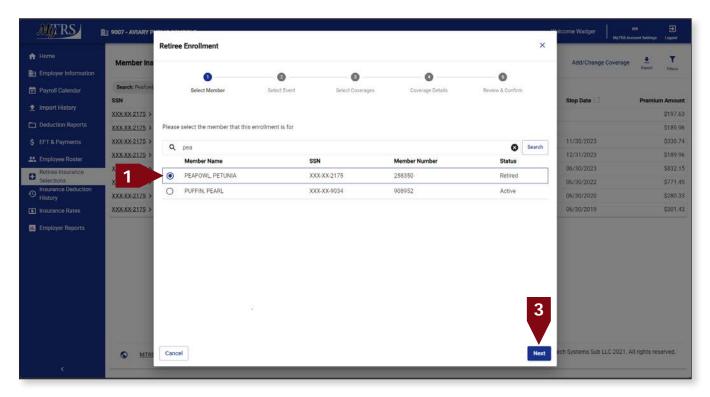
1. Click Add/Change Coverage.



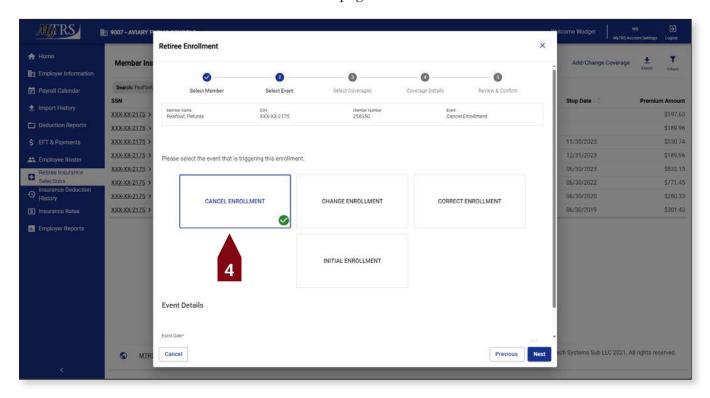
2. Again, enter the retiree's name, MTRS member number or SSN and press **Enter** on your keyboard or click **Search**. In this example, we're using the fictional name: Petunia Peafowl.



3. Select the radio button next to the retiree's name and then click **Next**.



4. Click Cancel Enrollment from the Event Selection page.

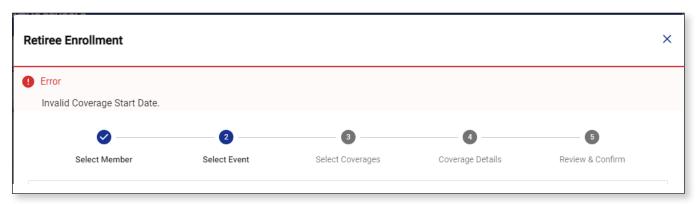


The following fields will appear:

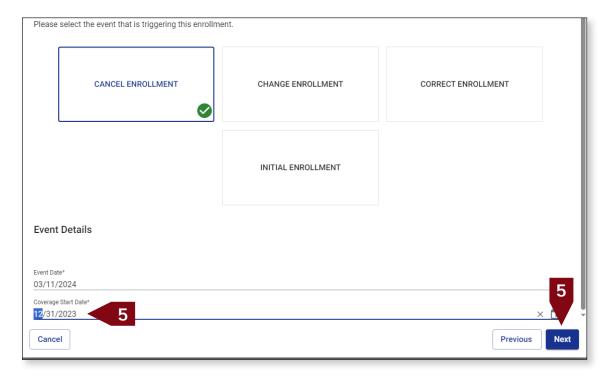
Event Date—Pre-filled with today's date.

Coverage Start Date — This is the coverage STOP date, so it should be the last day of the coverage month. (e.g., if you want to end coverage for the September 1 premium, the Coverage Start Date should be 8/31).

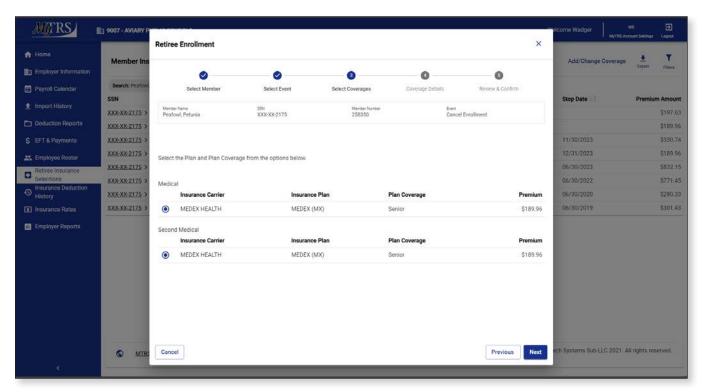
This date **MUST** be changed the correct start date, the first day of the month for Initial, Change and Correct coverage or the last day of the month for Cancelling coverage. Failure to enter a correct date or try to use a date prior to your retiree's retirement date, will result in the following error.



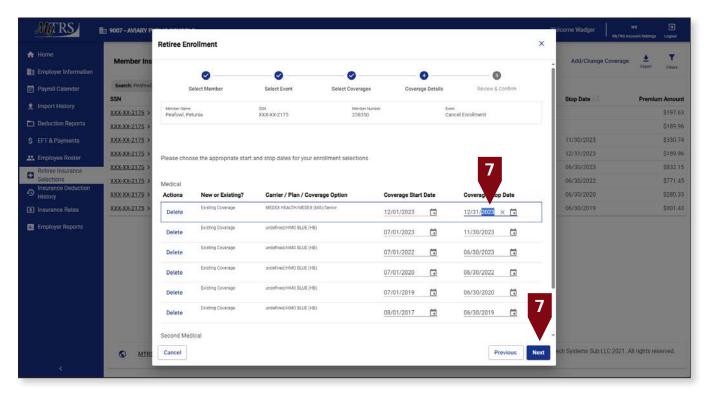
5. Once the date is fixed, click **Next**.



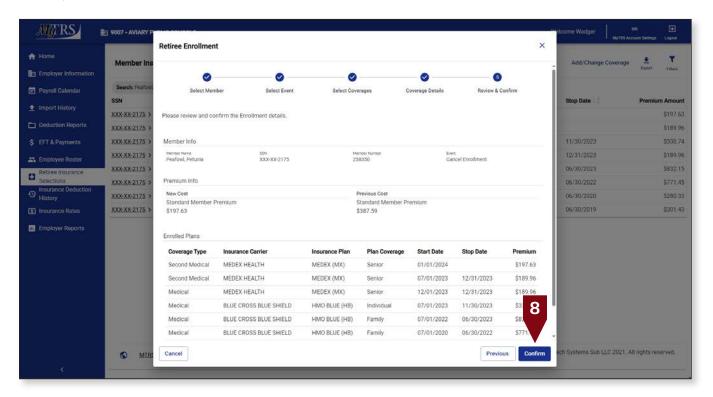
6. On the Select Coverages page, click Next.



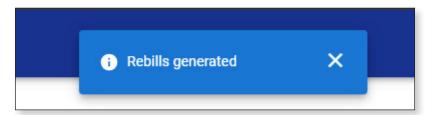
7. On the *Coverage Details* page, enter the appropriate *Coverage Stop Date* on the coverage that is ending. This should be the last day of the coverage month (e.g., the *Coverage Stop Date* is 12/31/2023). Then click **Next**.



8. On the *Review & Confirm* page, check everything you entered, assuming everything is correct, click **Confirm**.

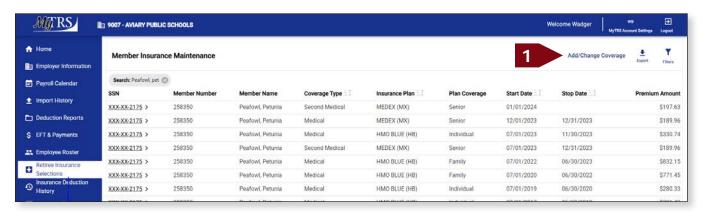


This step will also generate a rebill.

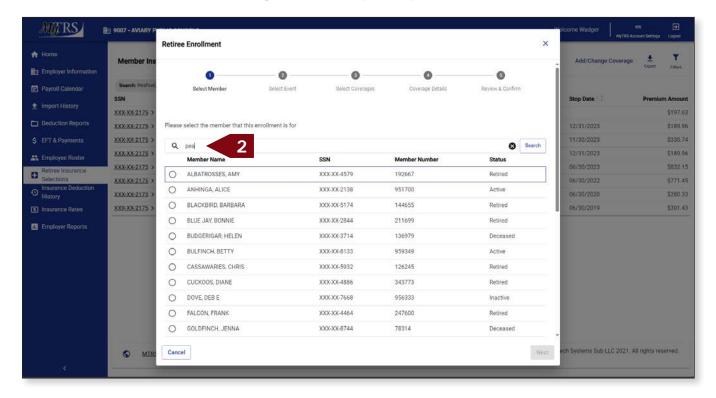


Step 3: The second row will be for the coverage period with the current rate in effect

1. Click Add/Change Coverage.

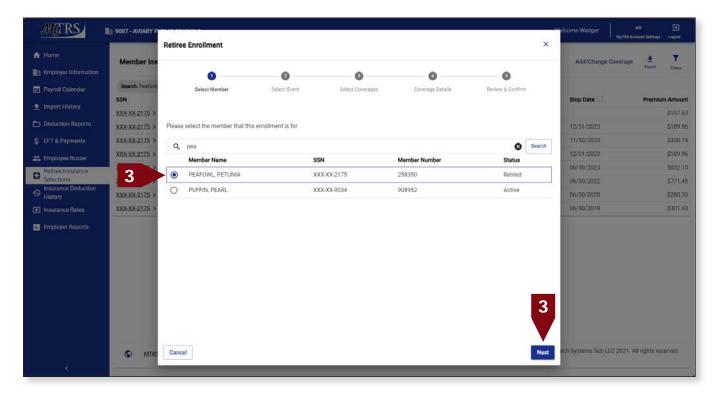


2. Again, enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard or click **Search**.

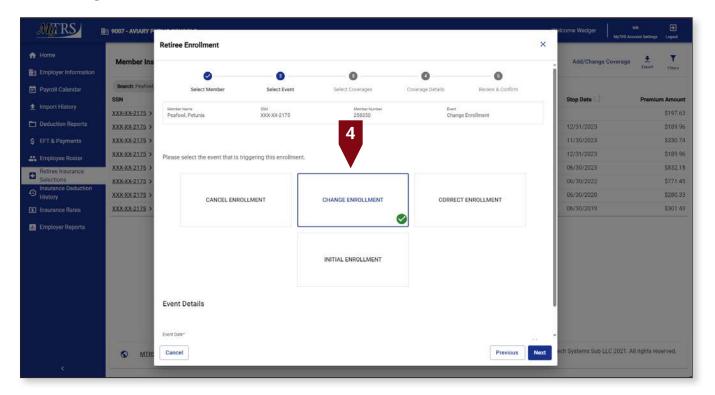


If your search returns multiple members, select the correct one from the list provided.

3. Select the radio button next to the correct member then click **Next**.



4. Click Change Enrollment.

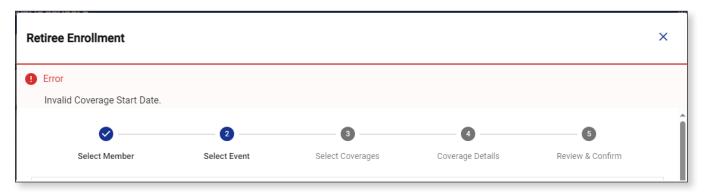


The following fields will appear:

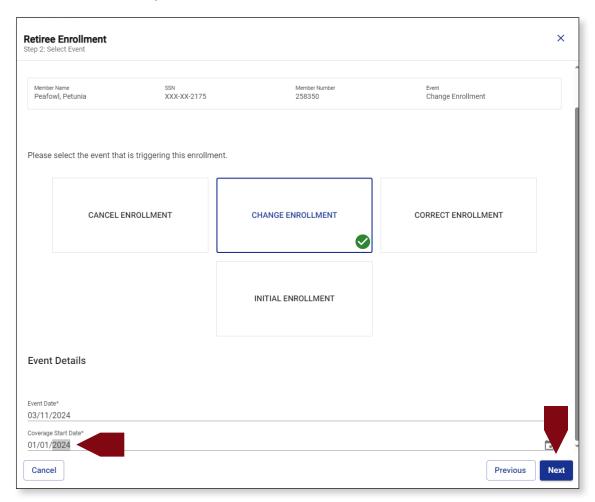
Event Date—Pre-filled with today's date.

Coverage Start Date—Pre-filled with today's date but MUST be changed to the correct start date of the coverage.

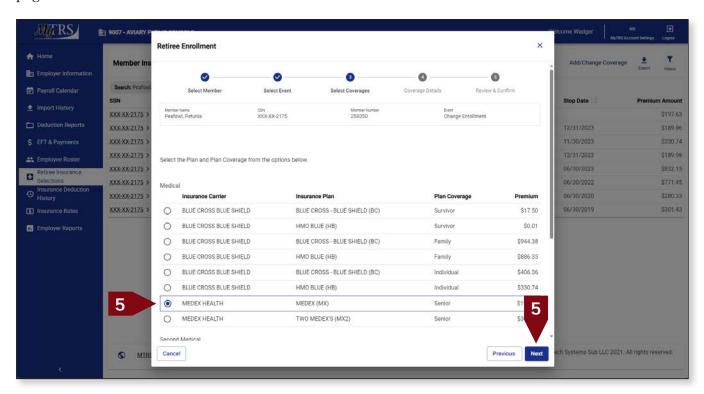
This date **MUST** be changed the correct start date, the first day of the month for Initial, Change and Correct coverage or the last day of the month for Cancelling coverage. Failure to enter a correct date or try to use a date prior to your retiree's retirement date, will result in the following error.



Once the date is fixed, click Next.

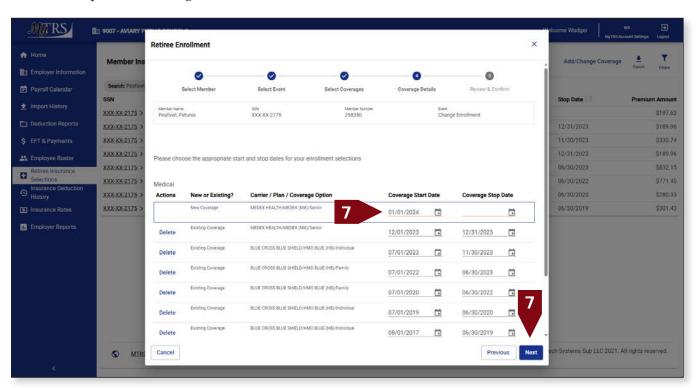


5. Select the radio button next to the NEW plan under each section on the *Select Coverages* page.

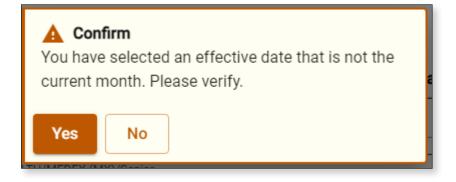


- 6. Click **Next** on the *Select Enrollment* page.
- 7. On the *Coverage Details* page, verify enter the appropriate Coverage Start Date for the new coverage.

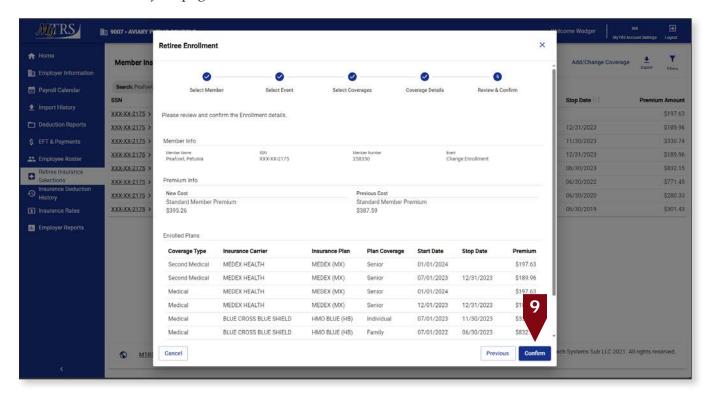
In this example the Coverage Start Date is 01/01/2024 then click Next.



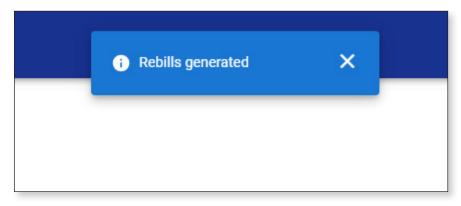
8. If this message is displayed due to a retroactive start date, click **Yes**.



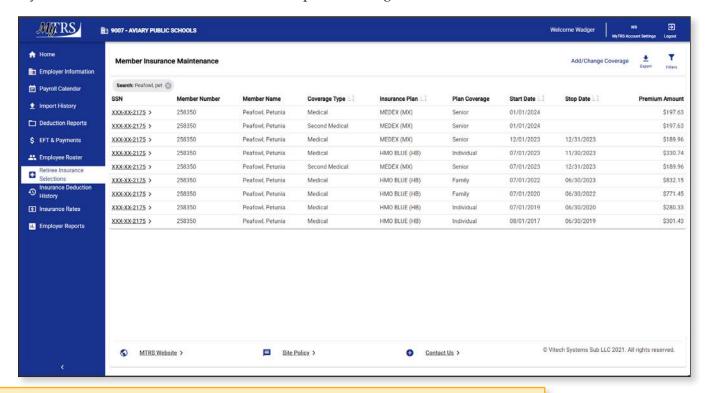
9. On the *Review & Confirm* page, click **Confirm**.



Another Rebills generated message will appear:



Now you will see both rows added for the new plan showing both rates.

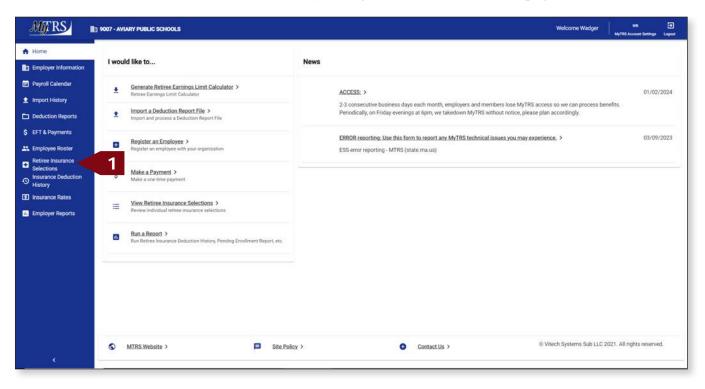


It is imperative that you go to the Insurance Deduction History screen in MyTRS to make sure the rebill calculated is the amount you expect to be calculated based on the coverage effective periods.

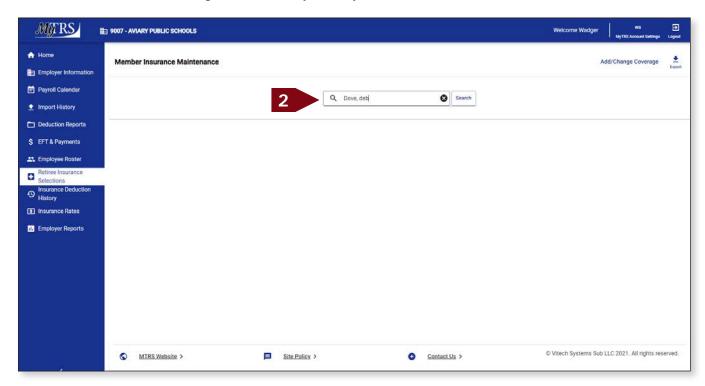
Chapter 8—Correct Enrollments

The Correct Enrollment function is exclusively used for start and/or stop date changes to existing coverage. Do not use this function if you also need to update a retiree's coverage options.

1. Click **Retiree Insurance Selections** from the *Left Navigation* menu on the *Home* page.

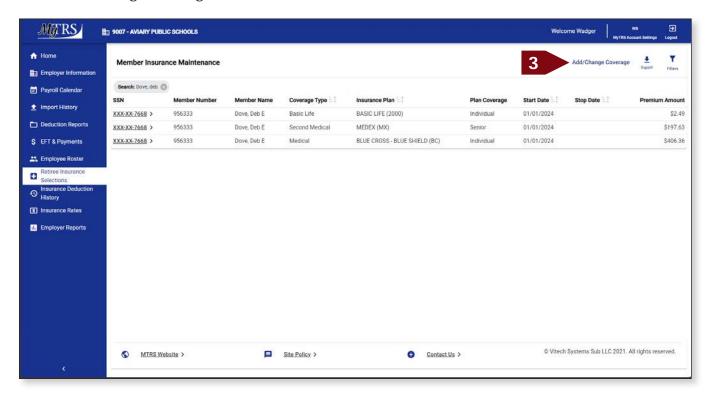


2. Enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard or click **Search**.

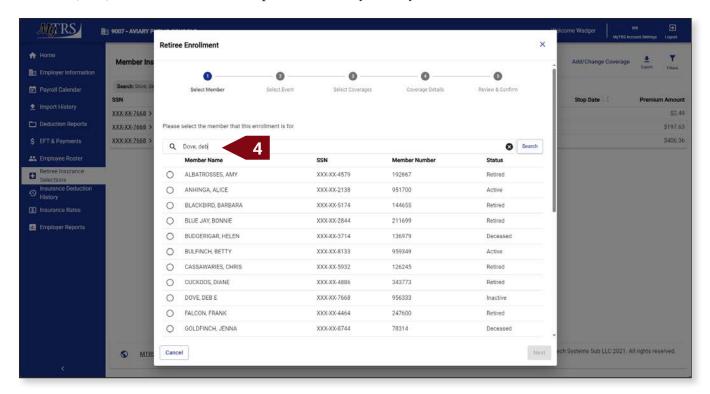


3. Please review your retiree's current insurance coverages before making any changes.

Click Add /Change Coverage.

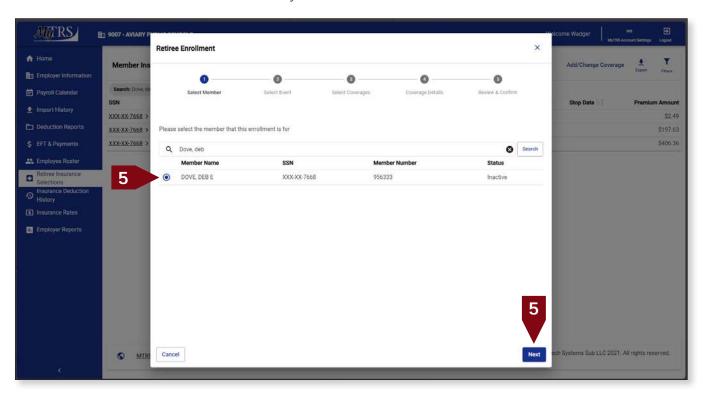


4. Again, enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard or click **Search**.

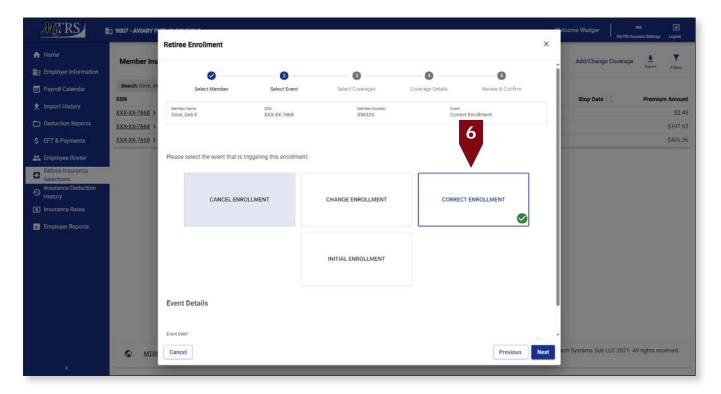


If your search returns multiple members, select the correct one from the list provided.

5. Click the radio button next to the member you searched for and click Next.



6. Click Correct Enrollment.

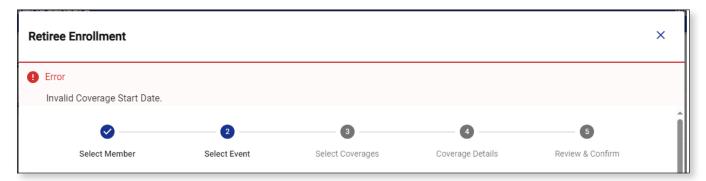


The following fields will appear:

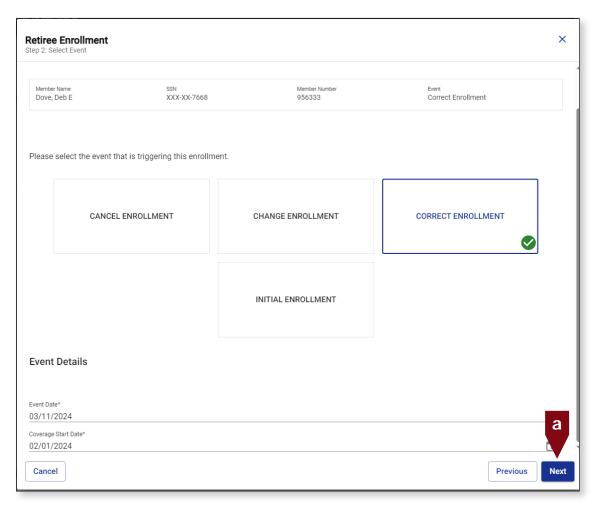
Event Date—Pre-filled with today's date.

Coverage Start Date—Pre-filled with today's date but MUST be changed to the correct start date of the coverage.

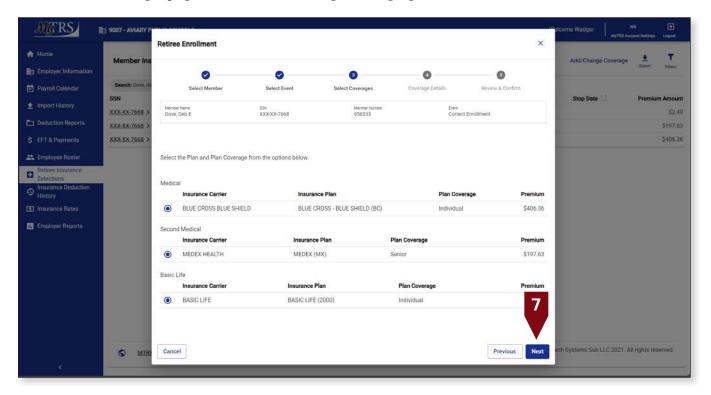
This date **MUST** be changed to the correct start date, the first day of the month for Initial, Change and Correct coverage or the last day of the month for Cancelling coverage. Failure to enter a correct date or try to use a date prior to your retiree's retirement date, will result in the following error.



a. Once the date is fixed, click Next.

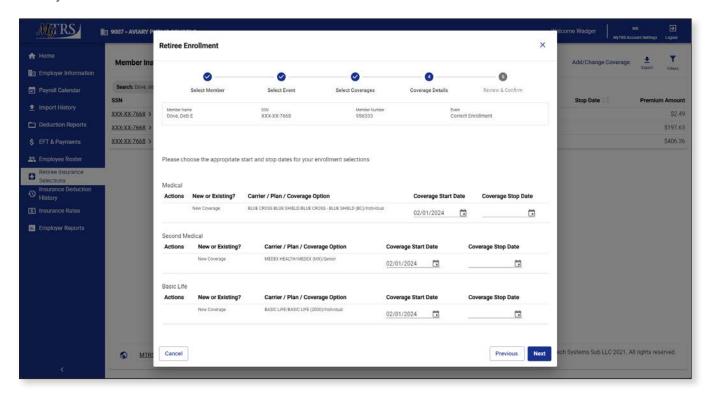




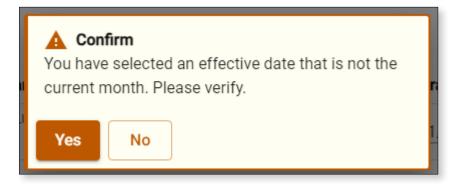


8. On the *Coverage Details* page, correct the date(s) that need to be updated.

Remember that if you are entering a new **Coverage Start Date**, you may also have to correct the corresponding **Coverage Stop Date** as well. There should not be a gap between the two unless there is an intentional gap in coverage (such as rate holiday). Once your dates are corrected, click **Next.**



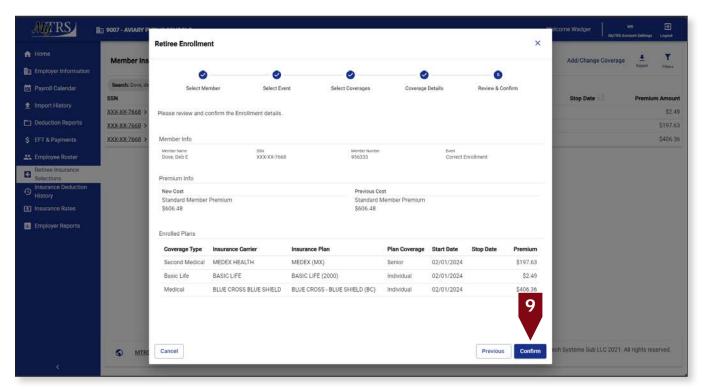
If the coverage change you are making requires a retroactive period, this message is displayed, click Yes.



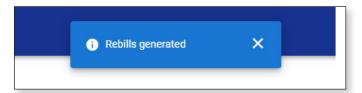
For an example where the correction is to existing coverage and new coverage is being set to an earlier start date, not fixing the corresponding stop date for the earlier plan will result in this error message.



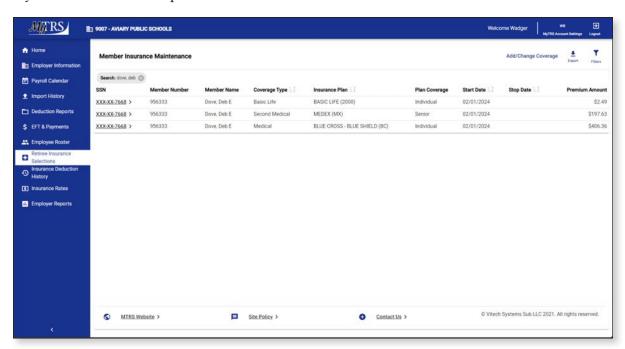
9. On the *Review & Confirm* page, click **Confirm**.



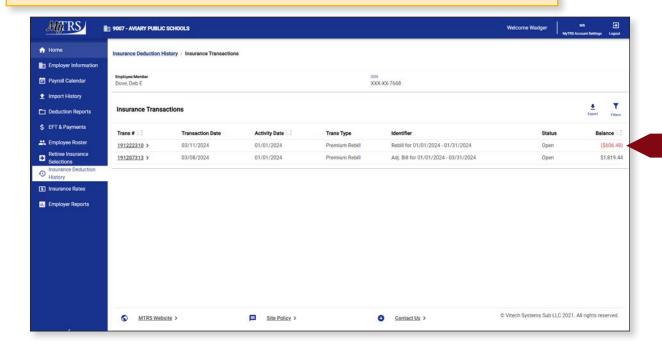
A rebill will be generated.



Now your correction is complete.



It is imperative that you go to the Insurance Deduction History screen in MyTRS to make sure the rebill calculated is the amount you expect to be calculated based on the coverage effective periods.

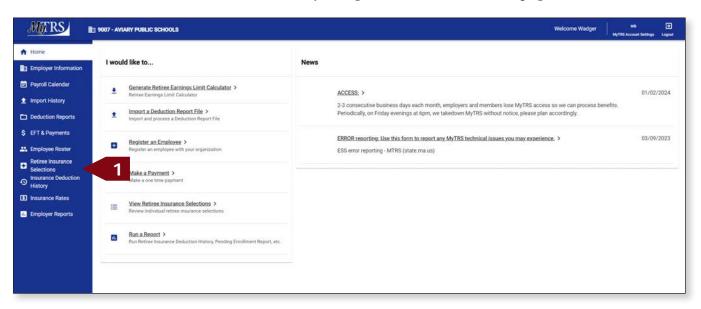


Chapter 9—Cancel Enrollments

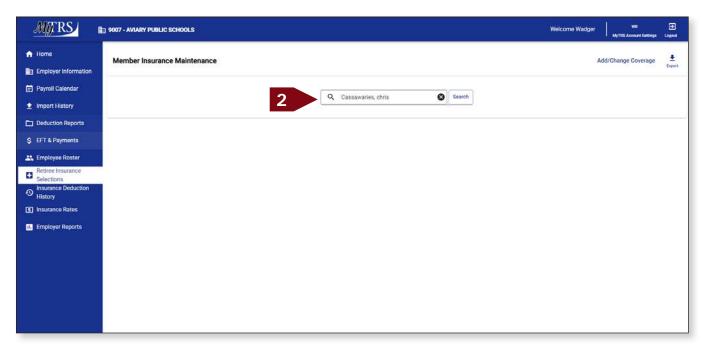
In the case of a death for a retiree, please see the required procedure mentioned in the Retiree Insurance Guidelines in Chapter 2 of this guide.

The Cancel Enrollment function is used to stop insurance coverage for a retiree when no replacement plan will be assigned.

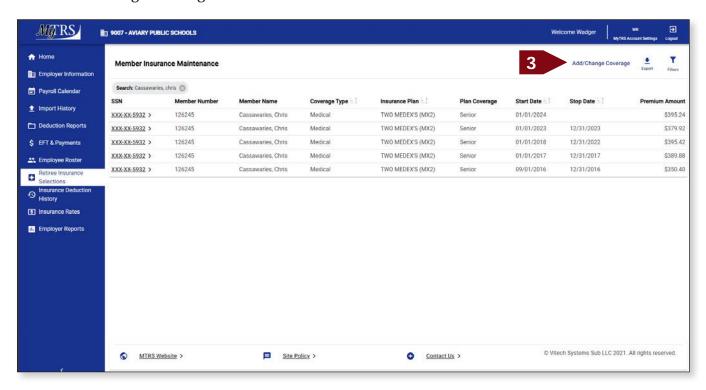
1. Click **Retiree Insurance Selections** from the *Left navigation* menu on the *Home* page.



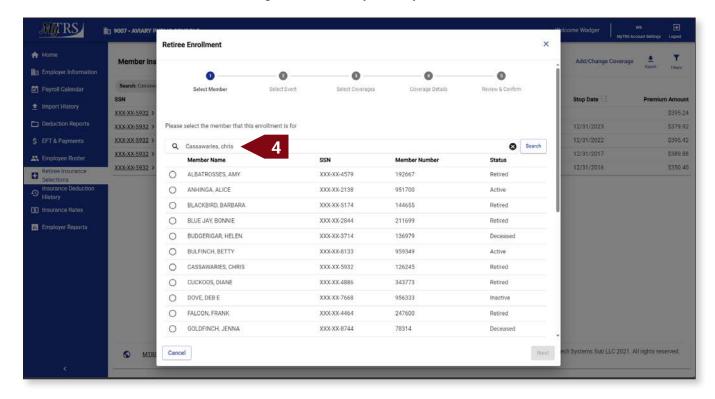
 Enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press Enter on your keyboard or click Search to review your retiree's coverage before making a change.



3. Click Add / Change Coverage.

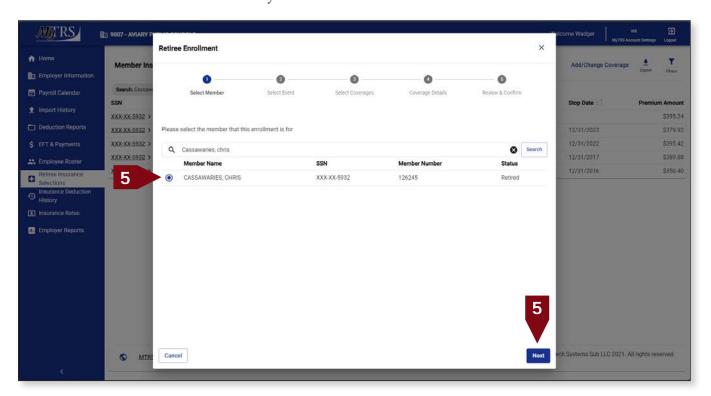


4. Again, enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the search field and press **Enter** on your keyboard.

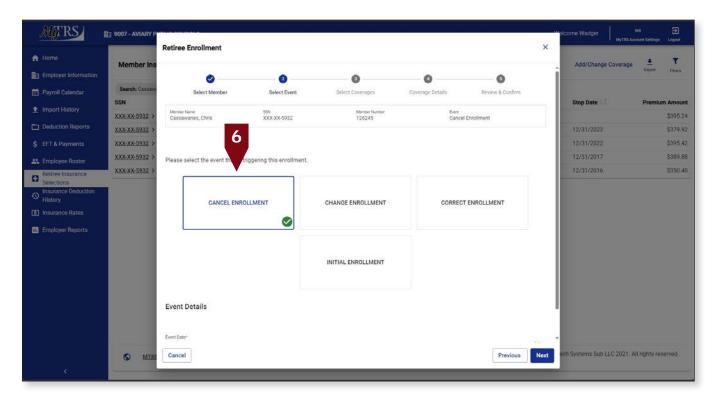


If your search returns multiple members, select the correct one from the list provided.

5. Click the radio button for the member you searched for and click **Next**.



6. Click Cancel Enrollment.

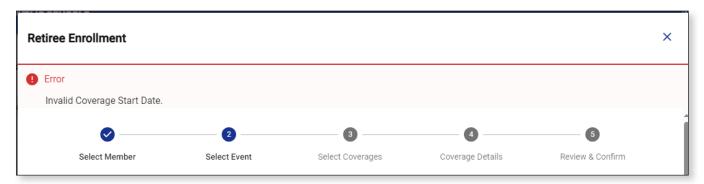


The following fields will appear:

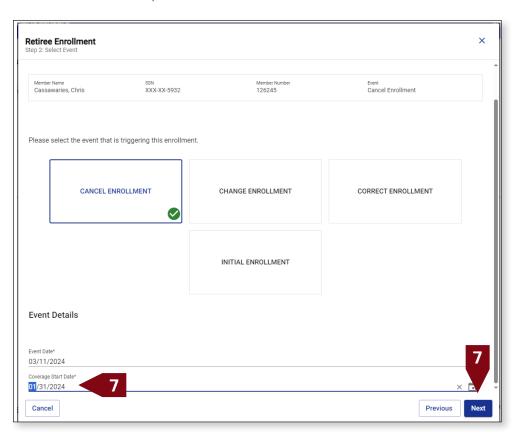
Event Date—Pre-filled with today's date.

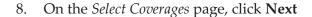
Coverage Start Date — This is the coverage STOP date, so it should be the last day of the coverage month. (e.g., if you want to end coverage for the September 1 premium, the Coverage Start Date should be 8/31).

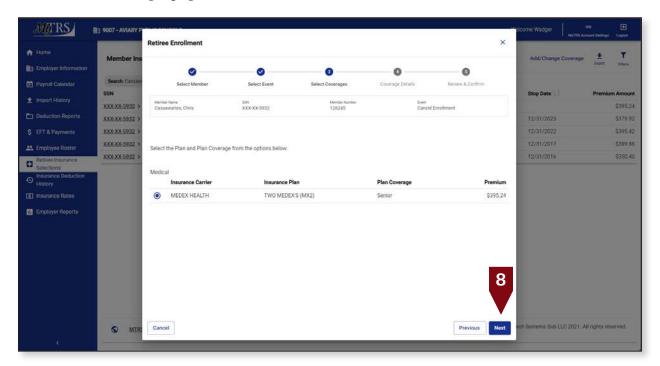
This date **MUST** be changed the correct start date, the first day of the month for Initial, Change and Correct coverage or the last day of the month for Cancelling coverage. Failure to enter a correct date or try to use a date prior to your retiree's retirement date, will result in the following error.



7. Once the date is fixed, click **Next**.

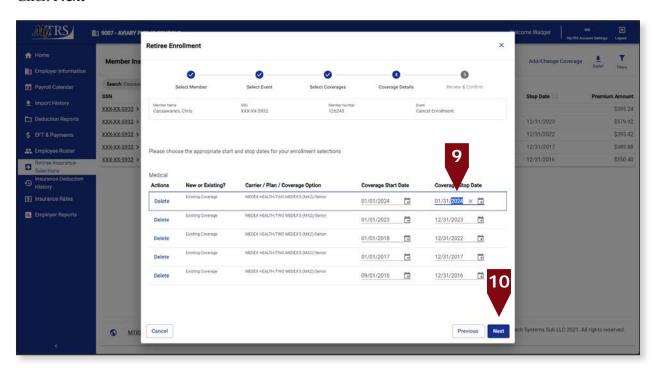




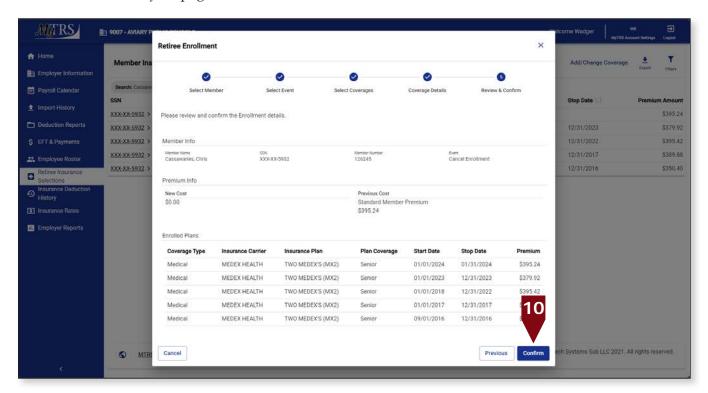


- 9. On the *Coverage Details* page, enter the appropriate Coverage Stop Date on the coverage that is ending. This should be the last day of the coverage month. (e.g., if you want to end coverage for the February 1 premium, the Coverage Stop Date should be 01/31).
 - If the Stop Date you enter is in the past, MyTRS will automatically process a refund (negative rebill) of deductions that will be processed on the next warrant.
 - If you delete the row entirely (by clicking the **Delete** link to the left of the coverage), ALL the deductions the retiree has paid associated to that row will be refunded on the retiree payroll.

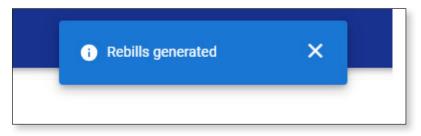
Click Next



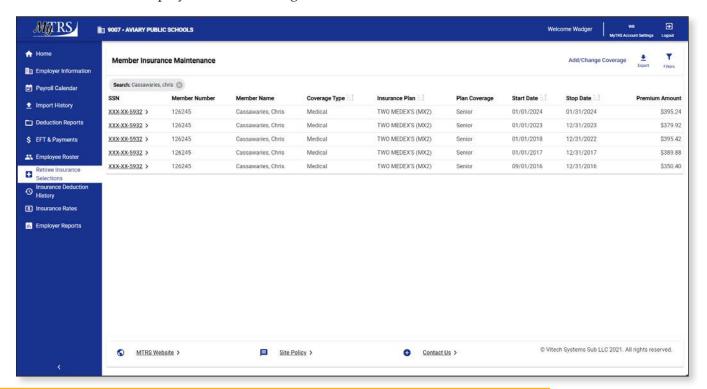
10. On the *Review & Confirm* page, click **Confirm**.



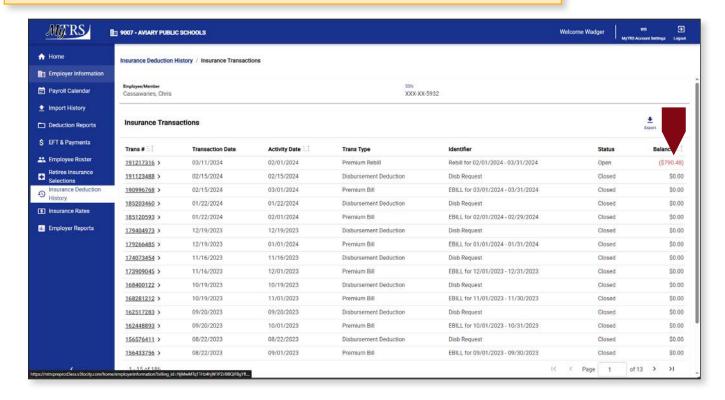
A rebill will be generated in this example so this message will display.



Now the member will display with the coverage cancelled.



It is imperative that you go to the Insurance Deduction History screen in MyTRS to make sure the rebill calculated is the amount you expect to be calculated based on the coverage effective periods.



Chapter 10—Check Insurance Deduction History

Reviewing historical transactions in MyTRS.

MyTRS allows you to view the insurance deductions that have been taken from a retiree's check. Previously processed transactions for a retiree can be viewed in MyTRS via the *Insurance Deduction History* link in the left navigation menu.

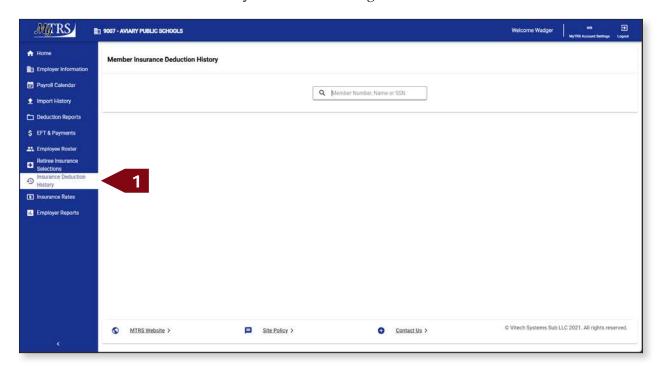
There are 3 types of transactions viewable:

- Premium Bill This is the standard transaction created by the retiree payroll that bills the member for insurance. All insurance types are rolled into one bill each month.
- **Disbursement Deduction** This is the standard transaction processed during the retiree payroll through which MyTRS processes the bill and applies funds from the retiree's benefit to pay the employer as part of the monthly insurance check.
- Premium Rebill When there is a retroactive insurance coverage change in MyTRS, the system will automatically calculate the refund or balance due amount. These adjustments in MyTRS are called "rebills." Premium Rebills are calculated by taking the difference between what was deducted from a retiree before the change and what should have been deducted based on the change entered. Rebills can be created to retroactively bill a member (shows in black text) or to refund a member, shows in red text and in brackets. A simple way to remember which is which is to think of it as black = bill to the retiree while red = refund to the retiree.

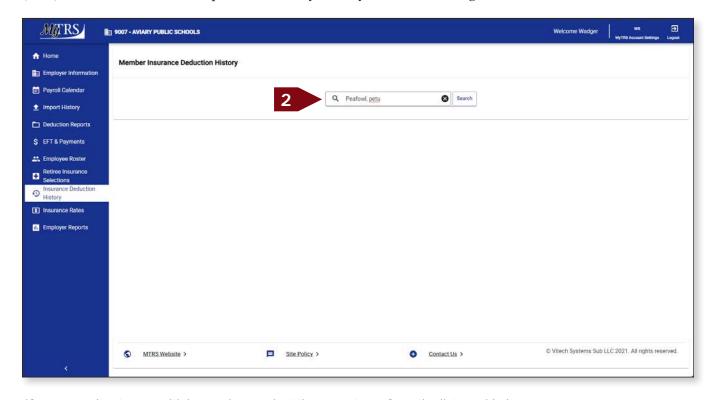
When you make coverage changes that are retroactive it is very important to check the Insurance Deduction History screen to ensure that a rebill has been created and is for the correct amount.

To check a transaction:

1. Click **Insurance Deduction History** from the left navigation menu.

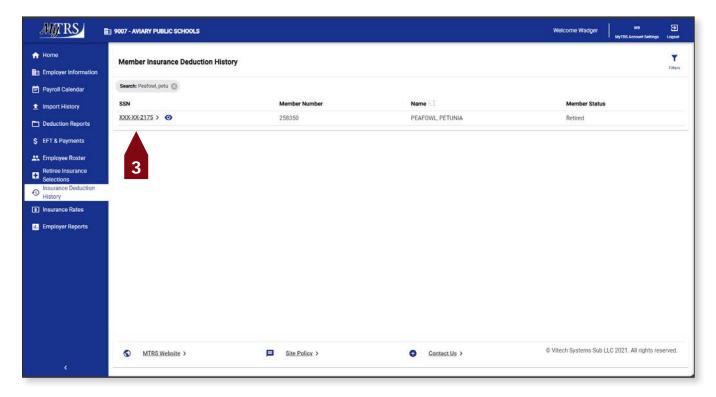


2. Enter the retiree's name (last, first), MTRS member number or Social Security number (SSN) in the Search field and press **Enter** on your keyboard or clicking **Search**.



If your search returns multiple members, select the correct one from the list provided.

3. Once your retiree appears, click on your employee's masked SSN to open their account:



4. Once your retiree's account opens, you'll see any open rebills and/or processed transactions from previous retiree payrolls.

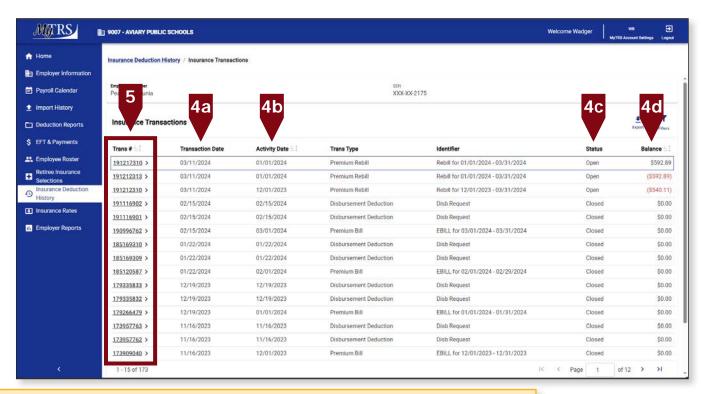
Notes:

- a. The Transaction Date is the date that the entry was made.
- b. The Activity Date is the effective date of the change.
- c. The Status field will show as "Open" if a bill or rebill will be processed on the next retiree payroll and "Closed" if it has already been processed on a prior retiree payroll.
- d. The Balance field will be \$0.00 for all closed transactions.

When a rebill has been generated, it will be listed as "Rebill..." under the Identifier column. The rebill amount will only be listed as open until the warrant is processed.

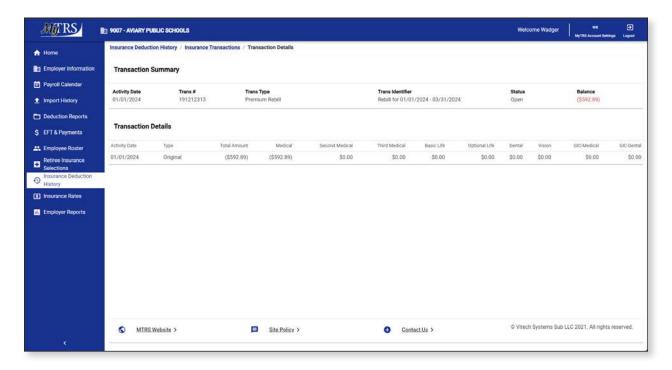
In our example, Petunia has both open rebills and a history of closed transactions. Petunia happens to have both positive and negative rebills from a complex correction from another section of our materials.

5. To see the details of a rebill, click on the **Transaction** #.



If the rebill is a bill, the total balance will be in black font and if the rebill is a refund, the total balance will be in red font and in parentheses.

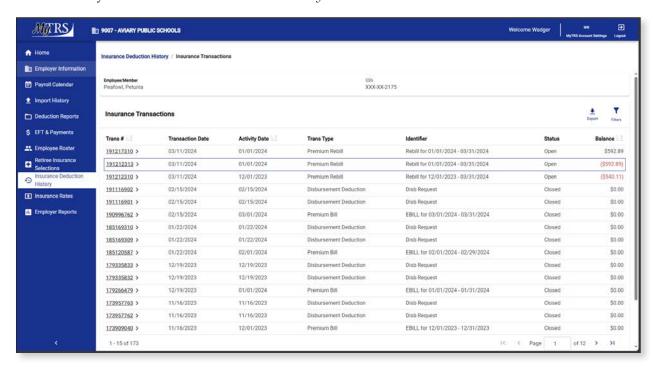
6. Once the transaction opens, you can see the activity date, billing details by insurance category, the transaction total and the period the rebill covers. The same options are available for Premium Bills and Disbursement



7. To return to the account, click on the **Insurance Transactions** and you'll be returned to the list of transactions.



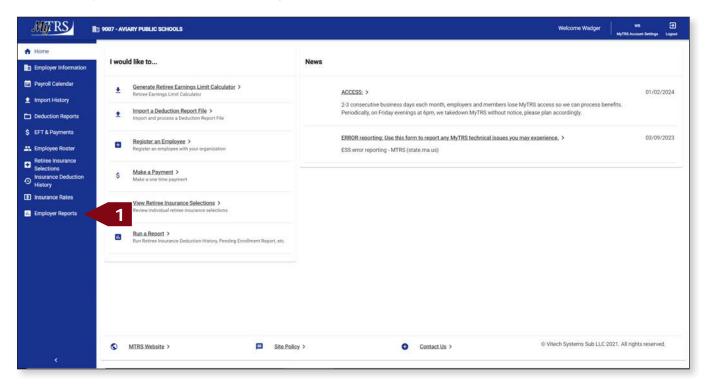
This will return you the *Insurance Deduction History* Screen.



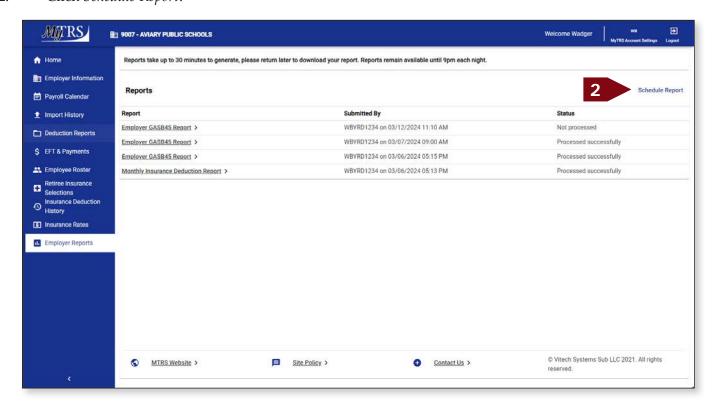
Chapter 11—Insurance Reports

MyTRS allows employers to view and download four distinct reports to manage their insurance process and meet their reporting needs.

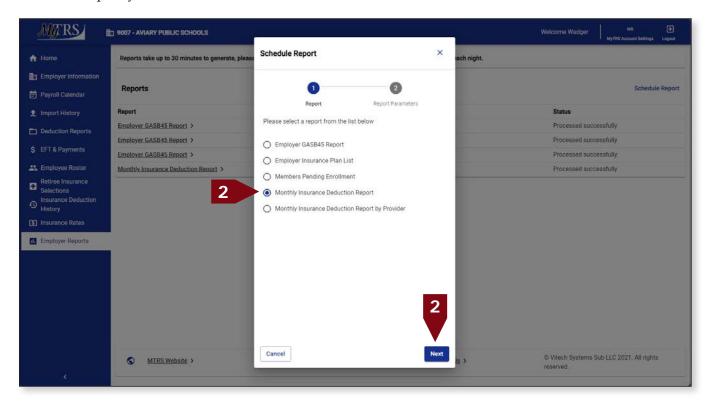
1. Click *Employer Reports* from the left navigation menu.



2. Click Schedule Report.



2. Select the report you want to schedule, click Next.



Explanation of each report:

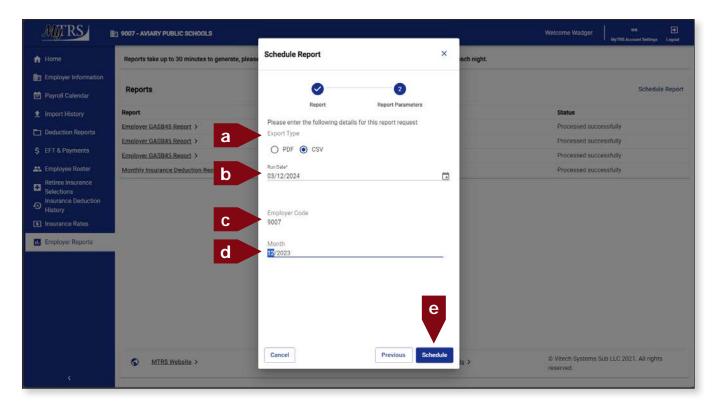
- *Employer GASB report*—This report can be exported to be used for your actuarial reporting. It can also be used export contact information for open enrollment.
- *Employer Insurance plan list*—This report allows employers to export their insurance plans.
- Members Pending Enrollment—This is not a retiree insurance report, it lists members
 who failed to enroll for MTRS membership.
- Monthly Insurance Deduction Report This is the standard report most employers
 use to balance their insurance payment against their insurance roster from their
 carrier(s).
- Monthly Insurance Deduction Report by Provider—This report organizes monthly deductions by carrier type and plans.

3. On the Report Parameters page:

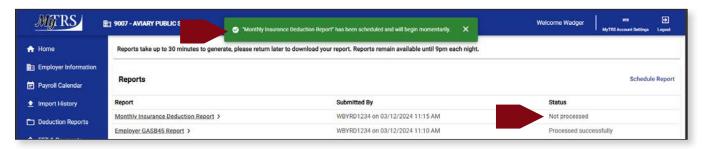
- Select the file Export Type you prefer (PDF or CSV). We'd recommend CSV (opens in Excel).
- b. Leave the Run Date as-is.
- c. The Employer Code will be pre-filled with your employer code and cannot be changed.
- d. Enter the deduction month you'd like to be contained in the report.

The report month defaults to the current month and year. You will need to change this date if the month's retirement payroll hasn't been processed, or if you want to access a prior month's report. You should enter the mm/yyyy for the check you are pulling a report for.

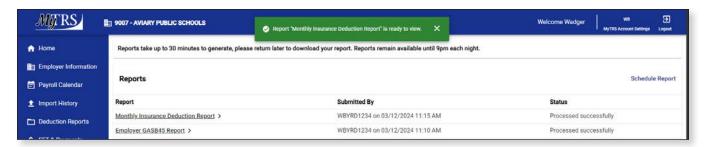
e. Click **Schedule**.



This message will be displayed if the data you entered is sufficient and the queued report will be displayed with a Status of "Not Processed."

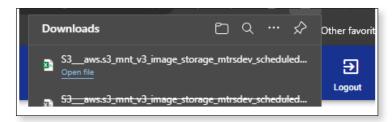


4. When the report has been successfully processed, This message will be displayed and the report status will update to "processed." Click the Report link to open report.

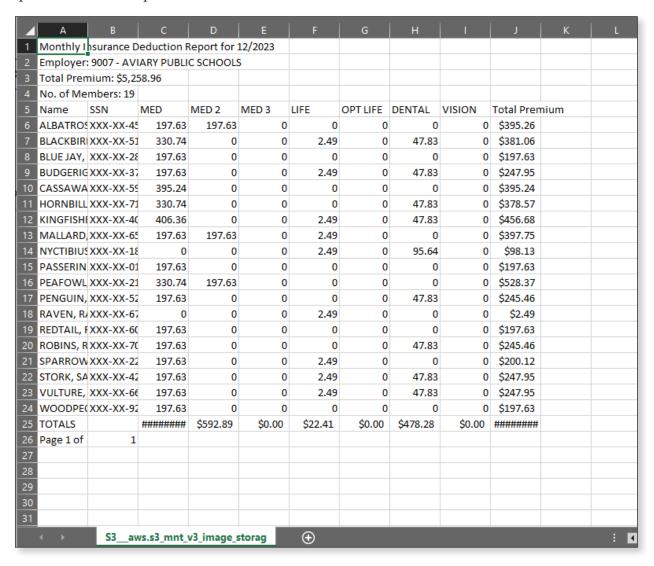


Depending on the browser you are using to access MyTRS, and the format you chose, the report will download or open accordingly.

For example, in Edge .csv files will not automatically open.



Sample view of a csv report:



If the report opens in a different browser tab, go back to the Employer Reports page by clicking on the original tab you were working in.

Notes:

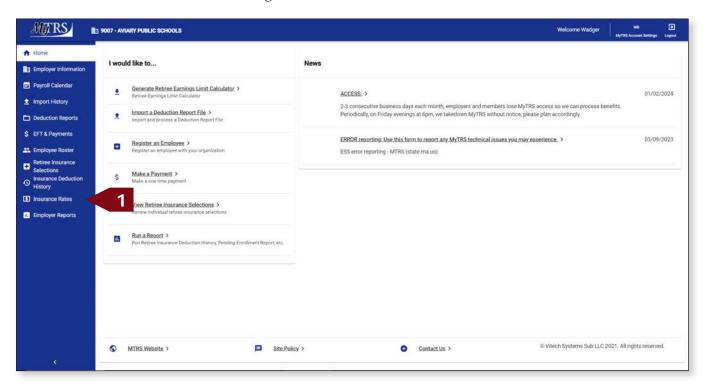
- The report may take up to 30 minutes to process. We recommend requesting the report, then checking back in later for the report rather than waiting while it runs. If you are working on something else in MyTRS, the confirmation message will pop-up on the screen you are working in.
- The report will be available to you under Employer Reports until 9pm the same day.
- If we have an email address on file for your account, you will receive an email when the report has been successfully completed. This takes the guess work out of knowing when the report is ready!
- Reports can be run for any month/year going back to Oct 2013.
- Please remember that the GASB45 report is designed to be your OPEB information source and can be used to locate contact information for your retirees. The GASB45 will not always reflect the deductions taken for that period and should not be used to verify your check amount or actual deductions taken for the associated period. The Monthly Insurance Deduction Report is designed to meet that need.

Chapter 12—View Plan Rates

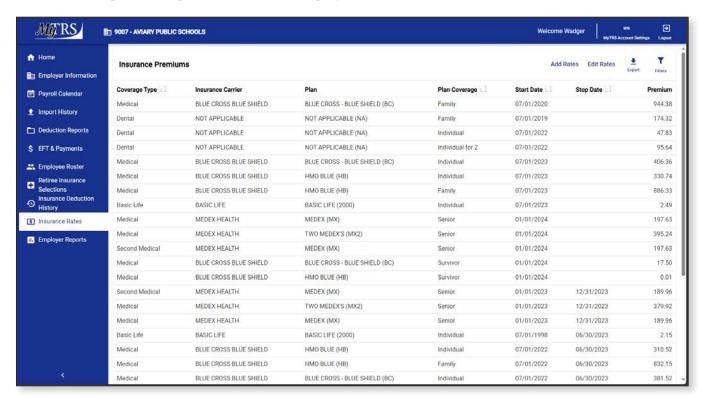
MyTRS allows employers to view retiree plan information and the corresponding monthly premium costs.

To review your rates:

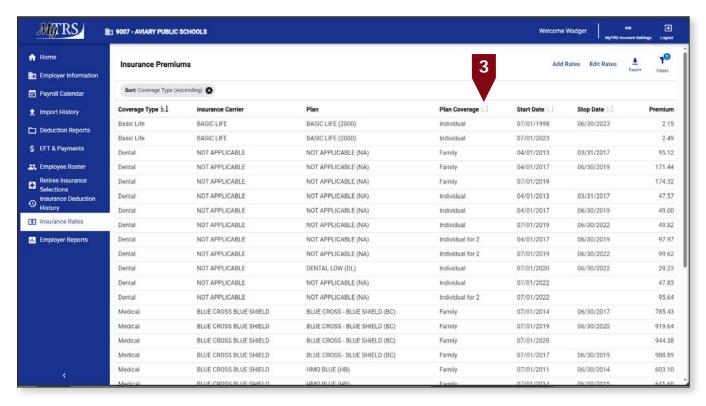
1. Click *Insurance Rates* from the left navigation menu.



2. The insurance plans and premiums will be displayed.



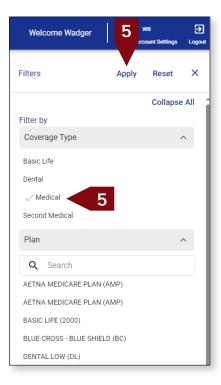
3. The plans grid can be sorted by any of the columns with the sort icon showing. Some fields cannot be used to sort in view mode but are available to sort by in edit mode. When sorted, you'll see the sort indicated by a filter bubble above the grid.



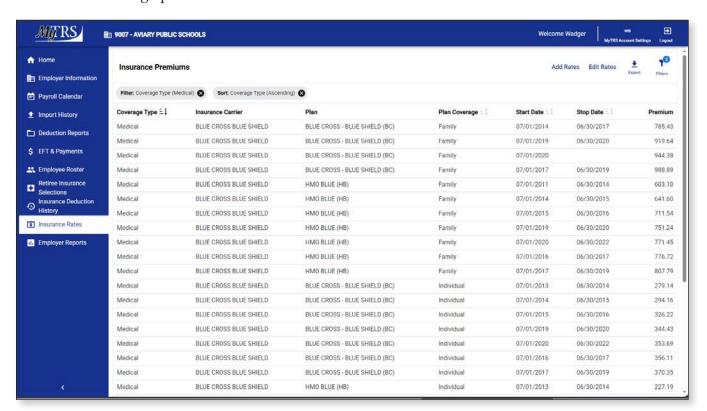
4. Use the **Filters** button to filter or sort the list (e.g., by Coverage Type or Start Date).



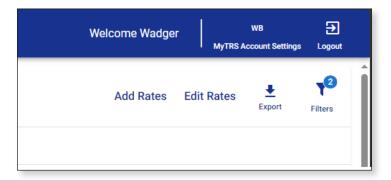
5. The view defaults to display ALL the plans you offer; however, you can choose a more refined list by using the Filters button to filter by Coverage Type (for example). Click Medical, then click Apply.



6. MyTRS will now display your plans, as specified and show both filter bubbles indicating the filter and sorting options.



7. You may want to export your information to excel to sort and organize yourself before deciding what changes needed to be made. To export this information, click Export and the report automatically downloads to an Excel file.



Note:

This information can also be accessed by using the Employer Reports function. See Chapter 11 for more details.

Chapter 13—Add / Edit Plan Rates

Process Insurance Plan Rate Changes

Maintaining insurance plans and the plan prices was previously exclusively managed by the MTRS but this process can now be done directly in MyTRS. Employer users can add a row for any plan associated to their employer.

Please note: Associating new plans to an employer will still be managed by the MTRS indefinitely.

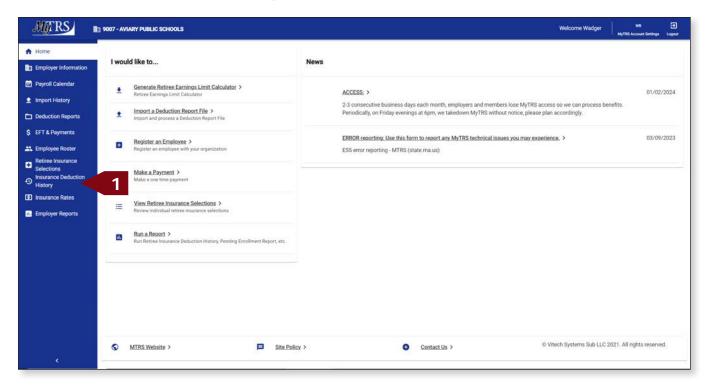
Creating new rate periods for a plan price change, requires users to add a new row at the new price level. Overwriting existing plans will result in the original deductions being refunded.

To add a new plan rate row, there is a two-step process:

- 1. Add the new rate row to the plan via the Add Rates function.
- 2. The row adds with a rate of \$ 0.01 so the new premium rate must be changed via the Edit Rates function.

Add Plan Rates

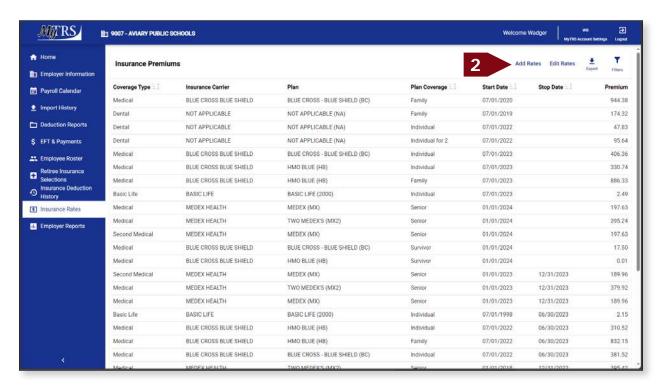
1. Select *Insurance Rates* from the left navigation menu.



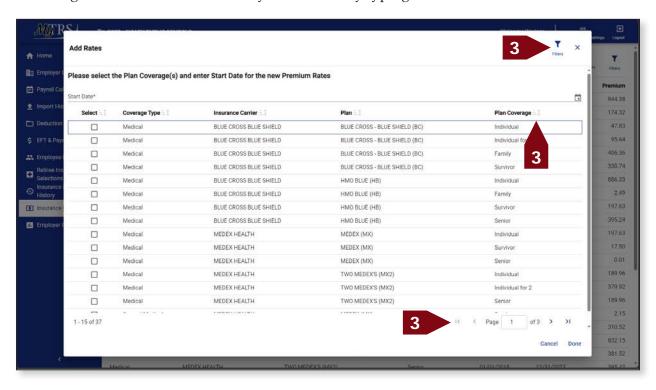
Note:

Each of the View Rates, Add Rates and Edit Rates has a distinctly configured filter function so depending on preference, users can filter for plans to add before going into the Add Rates feature or use the filtering in the Add Rates function to filter for selections. For these instructions, we've assumed you're filtering using in the Add Rates stage, for the View Rates filtering, see the View Rates section of these instructions.

Click Add Rates.



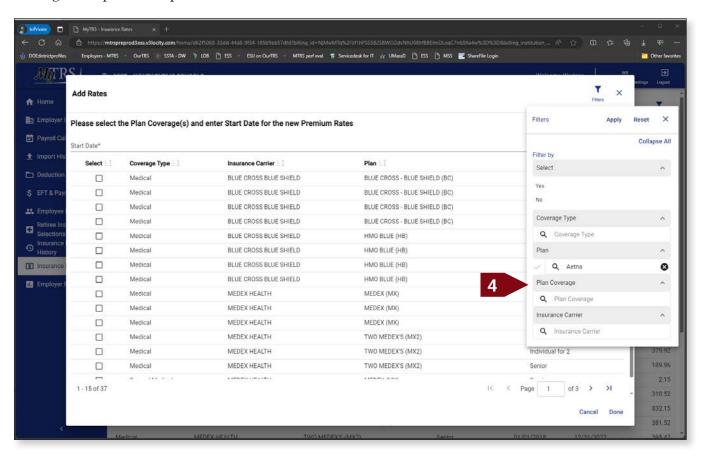
- 3. Once the rates are viewable, you can locate the plan option you would like to add by either:
 - Sorting the column by clicking on the header
 - Migrating page by page using the arrows in the bottom right corner or,
 - Using the Edit Rates Filter where you can filter by typing in values.

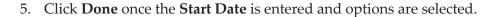


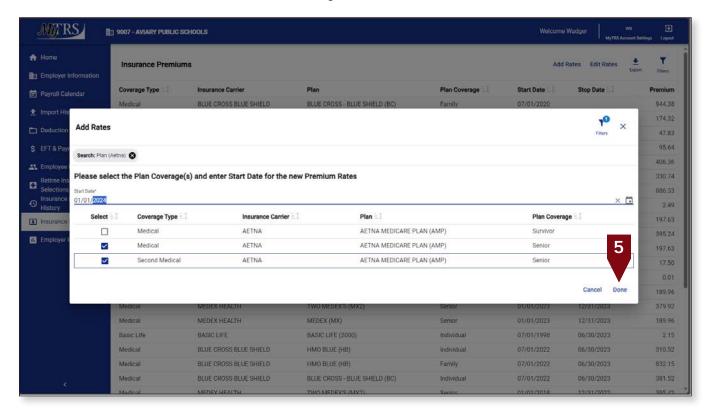
4. In the example below, a filter has been applied to only show Aetna plans.

Now that the Aetna options are viewable, enter the Start Date for the new rate then check the select box next to the plan(s) that need a new rate added. When selecting plans to update, please make sure to only select the plans and coverage types (individual, family, senior, etc.) you currently need to avoid cluttering up your options with plans you don't use/need.

You may need to scroll through the pages if you need to add multiple types of plans. The check boxes remain checked as you scroll through the pages. I would recommend adding a few plans and prices at a time to avoid confusion and/or mistakes.

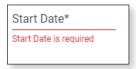






Note:

Failing to enter a start date will trigger the following error and any date entered that is not the first if the month will be corrected to the first day of the month and year entered as coverage can only be entered as full-month coverage.

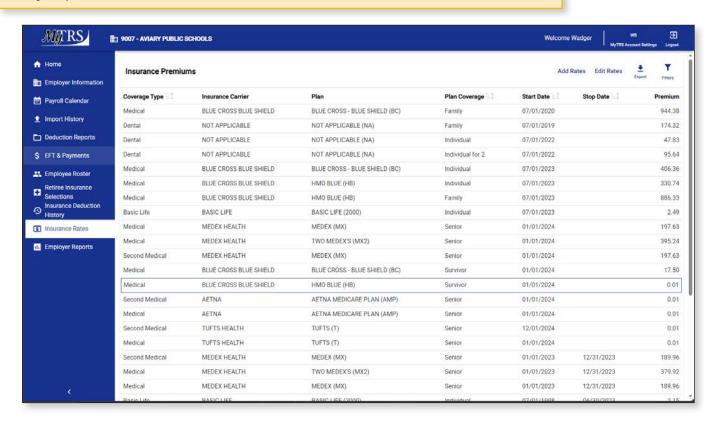


This message will be displayed if the plan has been successfully added.



Important!

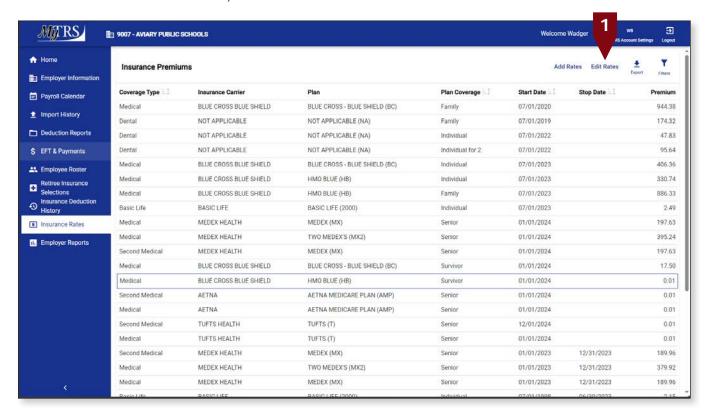
You'll see that all of the plans that you added will be added with a premium of \$0.01 and the stop dates for the previous periods will have a stop date of one day before the new plan price start date. Please proceed to the next section on editing rates to add the proper price to your plan rates.



Edit Plan Rates

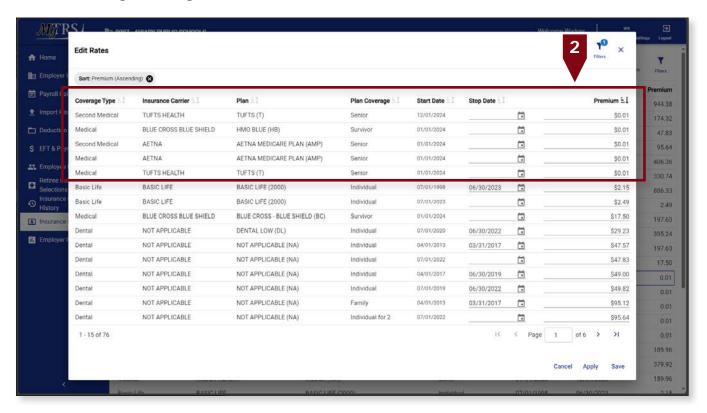
The Edit Plan Rates function in MyTRS allows employer users to change or correct the price of health plan. IF you are looking to change the rate for a plan effective for a new period, you MUST add a new row using the Add Plans instructions. DO NOT change the existing rate or your rate change will be retroactive. If you change the start date to a row that correctly had deductions, MyTRS will refund the associated deductions. If this is unclear, please contact us at insuranceupdates@trb.state.ma.us BEFORE you make any changes.

1. From the Insurance Rates screen, Click Edit Rates.

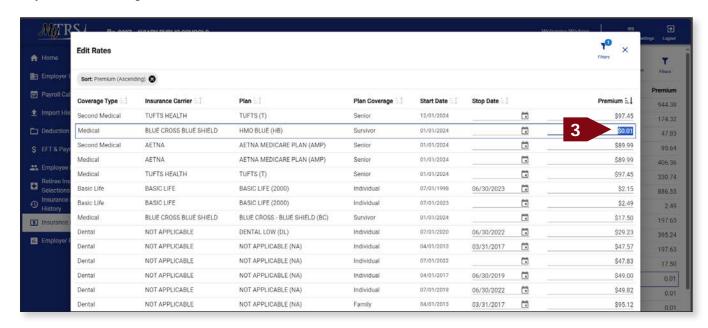


2. Depending on why you are editing rates, you may want to filter or sort the plans shown to locate the rate you want to edit. Unlike the View Rates Screen, every column in Edit Rates can be sorted by clicking on the header.

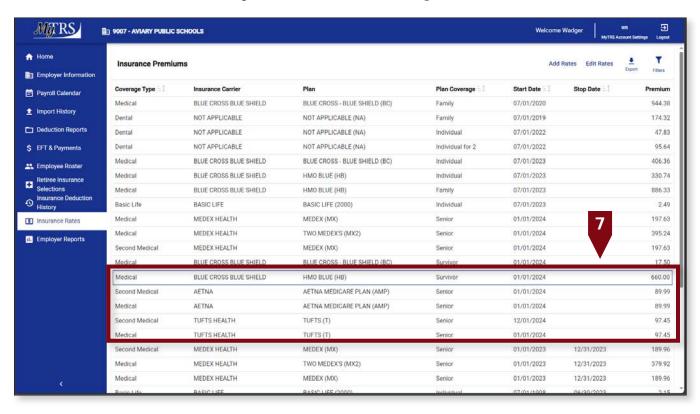
For our example, we'll be adding prices for the plans added in the Add Plans section of these instructions. To target all of the plans we just added, we're going to sort the screen by the premium value so all plans with a price of \$0.01 are listed first. If you prefer a different filtering or sorting method, each will work.



3. To add the price to our newly created plans, simply click on their premium field and key in the correct price.



- 4. Click **Apply** to save the changes made. You can click **Save** if you have completed all the rate changes.
- 5. To update other plan rates, filter or sort accordingly and follow the instructions to make your changes.
- 6. Click **Save** when you have completed all the updates.
- 7. The new rates are now set for each plan effective on the Coverage Start Date entered.



Notes:

- When global plan rate changes are completed by an employer in MyTRS, an overnight batch process is triggered at the MTRS that:
 - Identifies that employer's retirees or survivors with that plan coverage,
 - Enters a Stop Date on the existing rate event for each retiree, and
 - Creates a new coverage event at the updated cost for each retiree, effective for the date specified when setting up the new rate.
- This process enables MyTRS to globally update the rate for all affected benefit recipients, thereby eliminating the need for the employer to manually update each retiree each year. Keeping the rate history also allows MyTRS to calculate rebills properly when needed.

Chapter 14—Premium Rate Holidays

If your town offers premium rate holidays, you will need to process them directly in MyTRS.

There are typically three types of rate holidays implemented by employers. Below are the options available in MyTRS to accommodate those three types of rate holidays.

1. Every enrollee skips payment for a month (plan-price method):

If you offer a full rate holiday (no premiums paid for a month), you can enter that plan at the cost of one penny for the month. You cannot enter a plan at the cost of \$0.00.

To process this type of rate holiday:

- a. Add a price change for that plan—leave the premium rate = ".01" for the month of the rate holiday. The system does not allow the rate to be set to \$0 without cancelling the plan entirely. (See Chapter 13 for instructions on how to Add & Edit Rates).
- b. The next day, select the plans which you previously set to ".01"—on this new entry you will set the rate back to the full premium amount with a start date of the 1st of the next month (see Chapter 13 for instructions on how to Add & Edit Rates).
- This results in three entries for the same plan:
 - Original entry at the full premium rate.
 - An entry with the rate = .01 for the month of the rate holiday.
 - Final entry back at the full premium rate.

2. Plan price reduction:

If you offer a partial or discounted rate holiday (partial premium paid for a month), you can enter that plan at a reduced rate for the month.

To process this type of rate holiday:

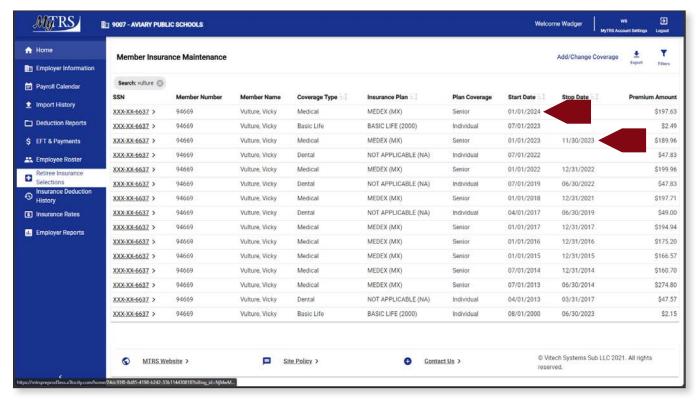
- a. Add a price change for that plan at the lower rate (See Chapter 13 for instructions on how to Add & Edit Rates).
- b. The next day, add another price change for that same plan—on this entry you will set the rate back to the full premium amount (see Chapter 13 for instructions on how to Add & Edit Rates).
- This results in three entries for the same plan:
 - Original entry at the full premium rate.
 - An entry with the reduced rate for the month of the rate holiday.
 - Final entry back at the full premium rate.

3. Per retiree rate holidays:

If you offer a full rate holiday and setting the plan to one penny will not suffice or if your holiday doesn't apply to all enrollees, you can implement your rate holiday manually per retiree by stopping deductions on their current row then adding a new row to restart deductions.

- a. Go to the retiree's Insurance Maintenance screen.
- b. Initiate a Cancel Enrollment, add a Coverage Stop Date to the retiree's coverage so no deductions will be taken for the month of the premium holiday. (See Chapter 9 for instructions on how to cancel enrollments.)
- c. Initiate a Change Enrollment, add a new row (re-select existing plan) with a Coverage Start Date one month (or more) after the Coverage Stop Date of the previous row to resume deductions. (See Chapter 5 for instructions on how to change enrollments.)
- This results in the retiree having two entries for the same plan:
 - Original entry at the full premium rate.
 - Second entry at the full premium rate with a new Coverage Start Date a month (or more) later than the Coverage Stop Date of the previous entry. See below for an example of a member with a holiday for the period of December 2023.

In the example below, the coverage stop date of 11/30/2023, and coverage restart date of 01/01/2024 represents no charge for the December 2023 coverage period.



If you have any questions, please contact us at insuranceupdates@trb.state.ma.us.