

**THE BOARD OF PENSIONS REPORT TO THE
223rd GENERAL ASSEMBLY (2018)**

REPORT OF BENEFITS PLAN AMENDMENTS

The Board of Pensions reports the following amendments to the Benefits Plan of the Presbyterian Church (U.S.A.). Since the 222nd General Assembly (2016), the Board adopted amendments to add or improve the benefits offered under the Benefits Plan, effective January 1, 2019 (unless a different effective date is stated). The substantive changes are highlighted below.

A. Pension Plan:

- A **2.0% experience apportionment** pension benefit or pension credit increase for Plan Year **2016** (the increase was effective July 1, 2017, for members in pay status and applied to credits accrued as of December 31, 2016, for active and term vested members)
- A **3.9% experience apportionment** pension benefit or pension credit increase for Plan Year **2017** (the increase is effective July 1, 2018, for members in pay status and applied to credits accrued as of December 31, 2017, for active and term vested members)

B. Retirement Savings Plan of the Presbyterian Church (U.S.A.):

- The Retirement Savings Plan documents were amended, effective January 1, 2017, to allow **loans from participant accounts**.
- The Retirement Savings Plan documents were amended, effective January 1, 2019, to give employers the option to elect
 - an **auto-enrollment program** for new hires that will automatically contribute a percentage of the new employee's salary into the Retirement Savings Plan. The employee may opt out of the auto-enrollment or change his/her contribution percentage.
 - an **elective deferral auto-escalation** option that will increase the employee's percentage of salary contribution to the Retirement Savings Plan by a percentage to be determined by the employer, not to exceed the IRS contribution limit. The employee may opt out of the auto-escalation or change his/her contribution percentage.

C. Death and Disability Plan:

- A new **group term life benefit** for employers to offer employees enrolled under the menu benefits options that provides a lump-sum payment at the time death to a member's designated beneficiaries on a non-contributory basis.
- A **1.0% disability benefit increase** for Plan year **2016** (eff. July 1, 2017).
- A **2.0% disability benefit increase** for Plan year **2017** (eff. July 1, 2018).

D. Medical Plan:

- A new **high deductible health benefits option (HDHP Benefits)** for the Medical Plan's menu benefits options. The HDHP Benefits coverage option has a higher deductible than the preferred provider organization (PPO) and exclusive provider organization (EPO) benefits options and is qualified to be offered with a health savings account.
- The Covered Medical Services under the PPO, EPO, and HDHP options will include
 - a new **preventive prescription drug services benefit** that reduces or eliminates the copayment amount for drugs designated by the Plan for preventive care (i.e., when a person has the risk factors for a disease but is asymptomatic or to prevent the recurrence of the disease).
 - an **improved centers of excellence program** that reduces the deductible and copayment responsibilities of a member who uses a preferred facility for a procedure and reimburses the Member for reasonable travel and lodging expenses for the member and a companion to travel to that facility. Centers of excellence are designated by the plan on the basis of their expertise and quality performance outcomes in delivering specialty care.

- **Appendix F**, the summary of benefits, deductibles, and copayment maximums for the Medical Plan coverage options, has been updated for 2018 and 2019.
- A new optional benefits program for **Vision Eyewear Coverage** offers discounts and reimbursement for a portion of the member's or eligible family member's vision wear (eyeglasses, contact lenses).

E. Dues:

- The Board is authorized to offer **time-limited, targeted dues reductions or dues waivers to encourage employers to offer coverage** under the Benefits Plan to employees or designated classifications of employees. This provision facilitates the Board's adoption of the **Pathways to Renewal** program for Churches which, among other things, offers small churches and innovative ministries a dues reduction for ministers in Pastor's Participation coverage. It is effective as of July 1, 2018.

The Board communicates all Benefits Plan amendments when they are adopted through *The Board Bulletin* and other Board communications. The official plan documents for the Benefits Plan and the Retirement Savings Plan, effective as of January 1, 2018, are available on the Board's website (pensions.org) or by calling the Board at 800-PRESPLAN (800-773-7752).