

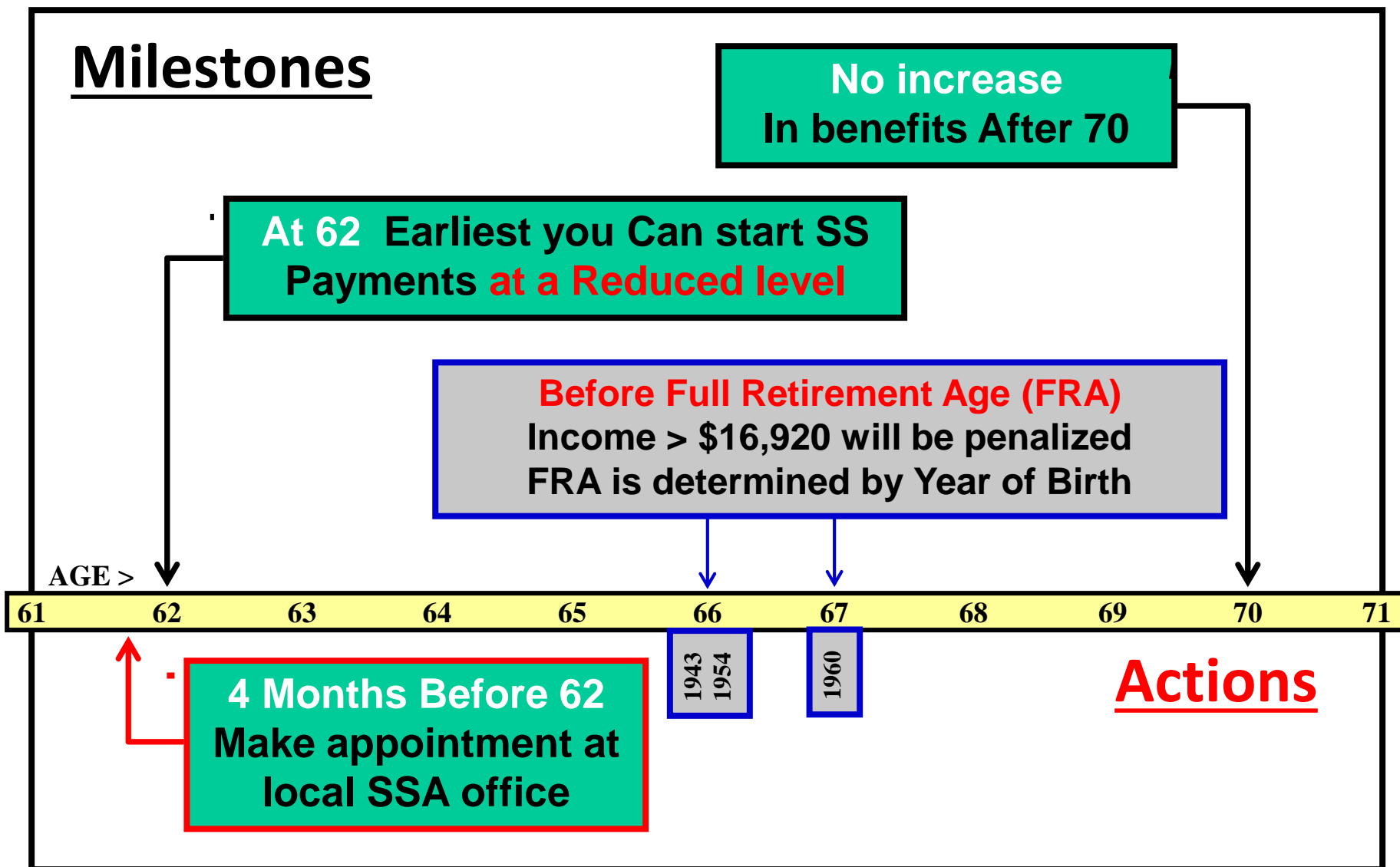
# Social Security and Medicare Action Timeline

NCRO INSURANCE COMMITTEE

PAUL GRITT

May 8<sup>th</sup> 2018

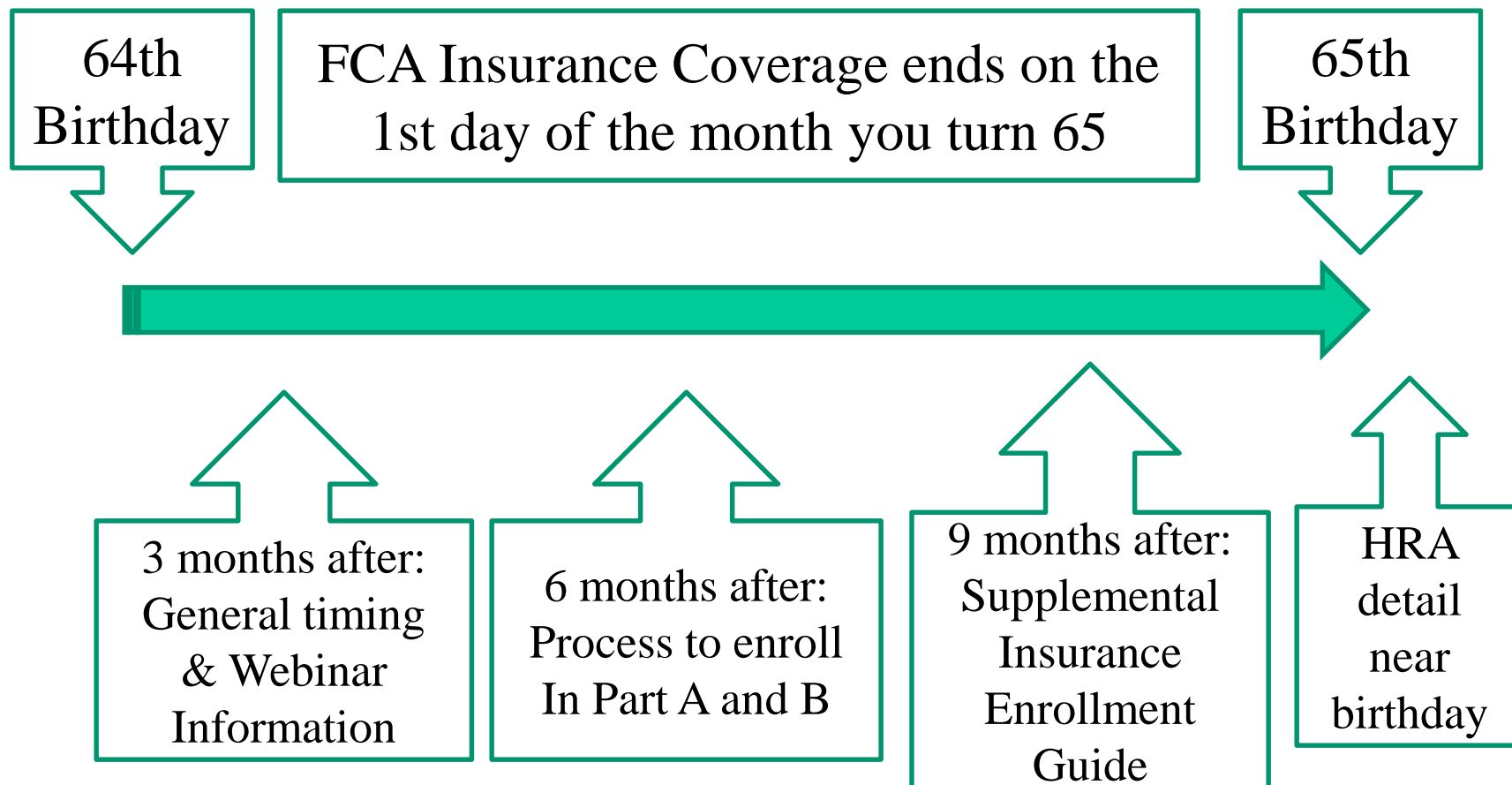
# Social Security Milestones & Actions



## Transitioning to Medicare Insurance, Age 64 events

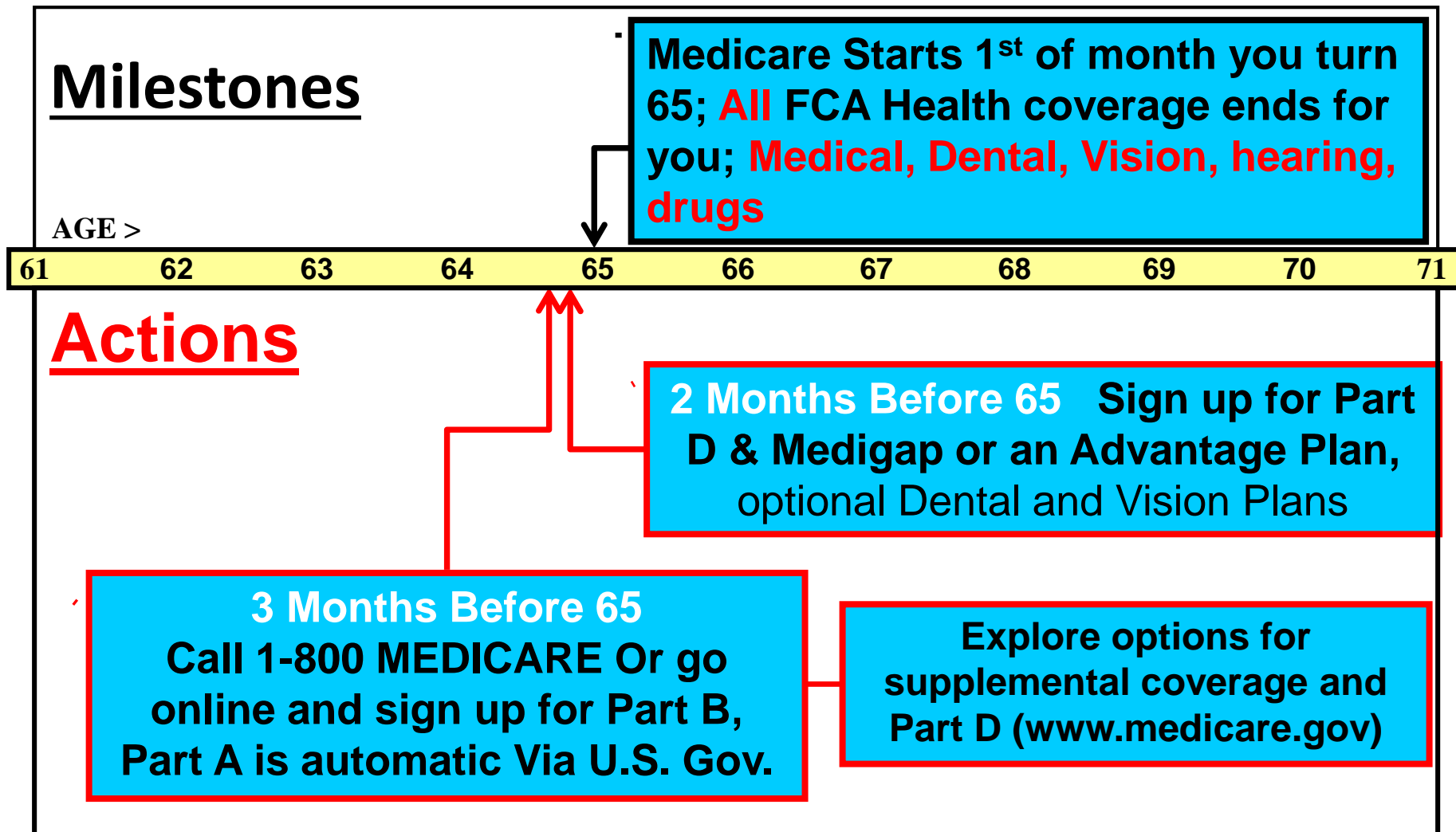
- Enroll in "Non-Medicare Eligible" benefits for pre-65 months in the year you will turn 65 during the Benefit Connect Retiree Choice Enrollment Period.
- You will receive three Via Benefits mailings that explain the Medicare enrollment process and critical events. You are not limited to enrolling with Via Benefits. You can use your choice of health care consultants to obtain insurance.
- Enroll in Medicare Part A and B if not receiving SS benefits
- For Additional insurance coverage you have a choice of an Advantage, or Medigap Plan (you are not limited to using Via Benefits)
- With a Medigap Plan you also need a Part D Drug Plan. (most Advantage plans include drugs)

## Three Mailings You Will Receive From “Via Benefits” (Benefit Connect)



# Medicare Milestones And Actions

(Not Receiving Social Security)



# Medicare Milestones And Actions

(Already Receiving Social Security)

## Milestones

At 65 Medicare Starts; **All FCA Health coverage ends for you; Medical, Dental, Vision, hearing, drugs**

AGE >

61 62 63 64 65 66 67 68 69 70 71

## Actions

4 Months Before 65  
Receive Medicare card for parts A & B in the Mail. **Accept both. No action required**

2 Months Before 65 Sign up for Part D & Medigap or An Advantage Plan

3 Months Before 65 If You don't get the Medicare card in the mail, **Call 1-800-MEDICARE**

Explore options for supplemental coverage and Part D ([www.medicare.gov](http://www.medicare.gov))

# How is Medicare Structured

## Medicare

- Part A - Hospital Insurance
  - Part B - Medical Insurance
  - Part C - Medicare Advantage
  - Part D - Prescription Drug Coverage
  - Medigap - Medicare Supplement Insurance
  - **Medicare does not include: dental, vision or hearing coverage.**
- From federal government
- Private companies

# Medigap?

Medigap = Medicare Supplement Insurance

- Covers most or all of Part A and Part B co-pays, co-insurance and deductibles.
- There are multiple Medigap plans from various insurance companies.
- Medigap plans are defined by letters (A,B,C,D,E,F etc.)
- All insurance companies must provide the same benefits for a given letter plan.



# Part D ?

## Part D = Prescription Drug Coverage

- Helps cover cost of prescription drugs
- Run by Medicare-approved private insurance companies
- Review every year because drug coverage often changes.
- This will be covered in detail in the next presentation.
- If your income is over \$ 85,000 single or \$170,000, filing jointly, there will be a surcharge on part D premiums.

# Advantage Plans ?

## Part C = Medicare Advantage Plan

- Offer health plan options run by Medicare-approved private insurance companies.
- Medicare Advantage Plans are a way to get benefits and services covered under Part A, B, and usually D.
- Some Medicare Advantage Plans include extra benefits for an extra cost.
- If drugs are not included you can get a separate Part D plan.
- The insurance company takes over providing the benefits Medicare provides.

# Common Elements

- You must have both Part A and Part B
- Part A is automatic and no cost to you.
- Part B is \$134/month for 2018
- If you make more than \$85,000 single or \$170,000/year (joint return) Part B will be more.

# Differences

## Original

### Medicare+Medigap

- Go to any doctor or hospital that accepts Medicare.
- **+Medigap, +Part D**
- Usually no co-pays for hospital or doctor services.
- Monthly premiums are more than Advantage plans.

### Medicare Advantage Plan

- Go to provider network doctors and hospitals for full coverage.
- Co-pays for doctor visits
- Almost always lower monthly premium
- Usually includes drug coverage.
- Some extra benefits.

# You have two Choices!

## Original Medicare

- Part A (Hospital)
- Part B (Doctors)
- Plus a Medigap policy
- Any doctor or hospital that accepts Medicare
- Plus a Part D policy

*For this option get a Medigap policy and a part D policy.*

## Medicare Advantage Plan

- Operated by private insurance companies
- Combined Part A, B & D
- Doctors and hospitals in the network. (PPO or HMO)

*If your advantage plan does not include drugs Part D is available*

# Medigap Policies

Medigap policies are standardized

Every Medigap policy must follow federal and state laws designed to protect you, and it must be clearly identified as "Medicare Supplement Insurance."

Insurance companies can sell you only a "standardized" policy identified in most states by letters.

All policies offer the **same** benefits for each letter plan (A,C,F, etc.)

# Medicare Supplemental Insurance (Medigap)

## Standardized Policies – Benefits Offered

Benefits	A	B	C	D	F*	G	K	L	M	N
Medicare Part A Coinsurance	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Medicare Part B Coinsurance	100%	100%	100%	100%	100%	100%	50%	75%	100%	100% **
Blood	100%	100%	100%	100%	100%	100%	50%	75%	100%	100%
Part A Hospice Care	100%	100%	100%	100%	100%	100%	50%	75%	100%	100%
Skilled Nursing			100%	100%	100%	100%	50%	75%	100%	100%
Part A Deductible		100%	100%	100%	100%	100%	50%	75%	50%	100%
Part B Deductible (\$183)			100%		100%					
Part B Excess charges					100%	100%				
Foreign Travel Emergency			80%	80%	80%	80%			80%	80%

\*/\*\* - Refer to footnotes in Medicare and You - 2018.

Chart is in handout

Out-of-pocket limit in 2018	
\$ 5,240	\$ 2,620

# Medigap Premium Ranges

Male Coverage starts June 1<sup>st</sup> 2018  
 Premiums vary widely (examples only).

Plans (examples only)	Plan F Monthly Prem.	Plan G Monthly Prem. \$183 Deductable	Plan N Monthly Prem.
Age 65	\$165-\$276	\$150-\$250 +\$15.25	\$107-\$218
Age 70	\$206-\$320	\$177-\$289 +\$15.25	\$134-\$253

Note: All premiums will probably go up each year.

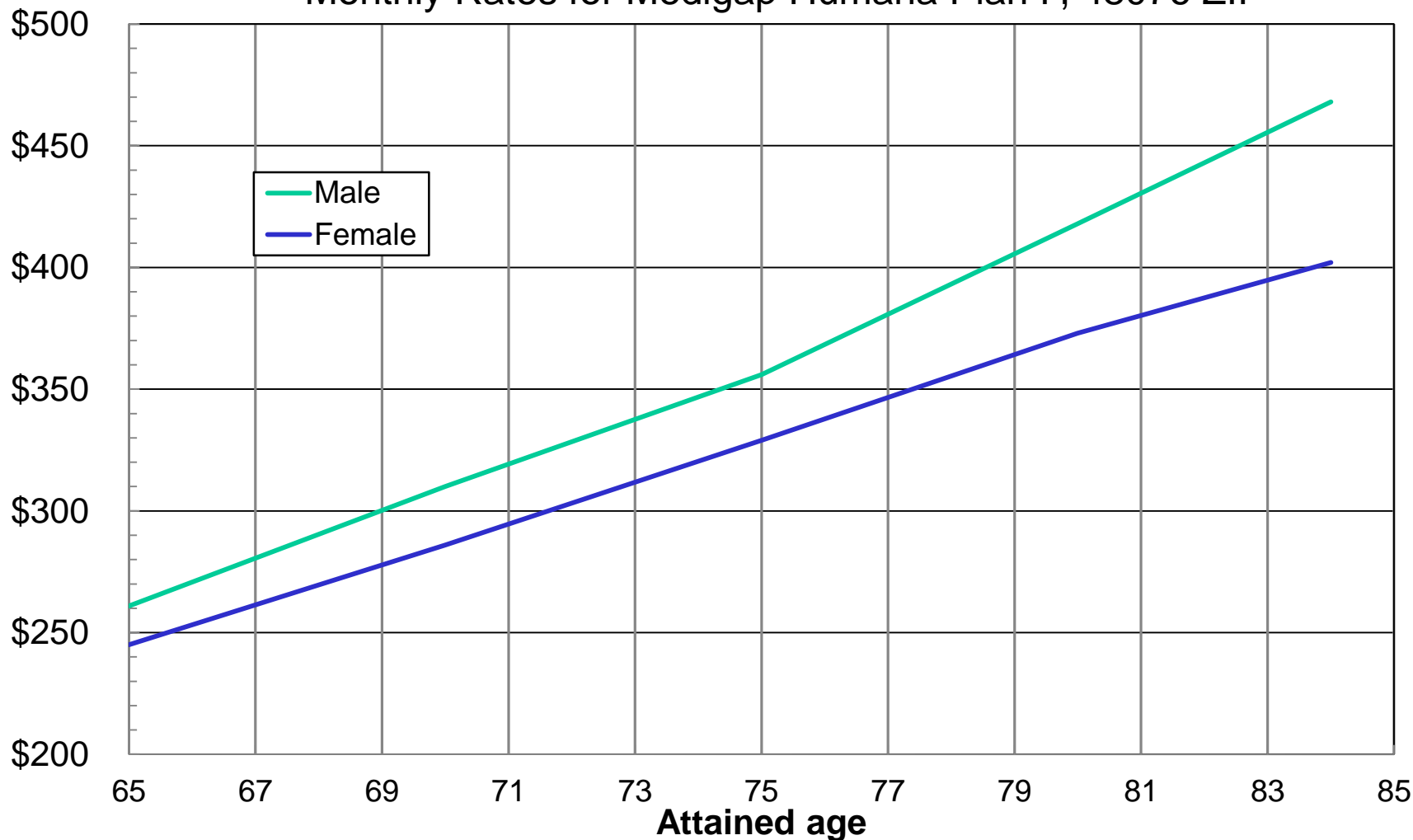
The % change will probably be different with different companies and premium methods.

You need to consider the premiums at older ages not just at 65

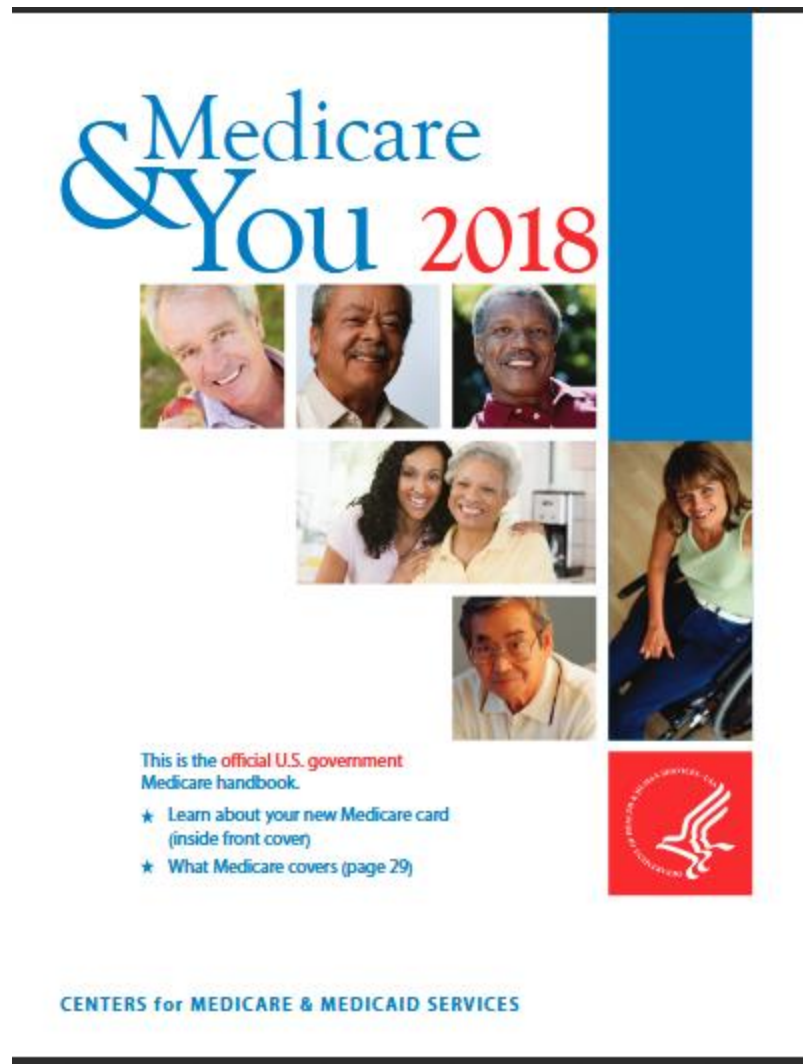


# Medigap Premiums

Changes with Age, Humana used as example only  
 Monthly Rates for Medigap Humana Plan F, 48076 ZIP



Free guide  
Available from  
Medicare.gov



Will be mailed  
To you by  
Medicare.  
or  
You can  
download it from  
Medicare web  
site.

<https://www.medicare.gov/pubs/pdf/10050-Medicare-and-You.pdf>

# Shopping for Your Medicare Supplement, Medicare Advantage, Medigap and Part D

Select on  
your own

or

Use on-line  
comparative  
tools

or

Use a Medicare  
Advisory service  
(insurance broker)

AmWINS

Priority Healthcare

Blue Care Network

BlueCross Blue Shield

Humana

HAP Senior Care

(AARP)United

Healthcare

Medicare.gov

Via Benefits

Via Benefits

Double Heath USA

Butler Capital Advisors

GoMedigap.com

SHIPP (MMAP)

Sample of  
available  
options

# Medicare Gottcha's

- Make sure to sign up at least 2 months before the month you turn 65. This is the government and they need the full 2 months to get you set up.
- Depending on your individual auto policy, if you live in Michigan, your insurance premium may go up when you go on Medicare because your auto policy will become primary coverage for any auto accident related medical expenses.
- Delay in signing up for Parts B, D and/or an Advantage plan with Rx coverage will cause an increase in monthly premiums.
- Monthly premium cost penalties are forever!
- Medicare does not provide any coverage when you are out of the U.S.

# Other Medicare Info

- If you sign up for a Medigap or an Advantage plan when you first become eligible the plan must accept you.
- *FCA gives you and your over 65 spouse an HRA (2018: up to \$1975 for you, up to \$1750 for spouse) to help pay for out of pocket medical expenses. (The HRA account is created the month you reach 65 and amount is based on an age/service formula)*
- HRA money carries over to the next year if you don't use it.
- 2018 HRA funds will be able to be used to pay 2017 left over claims. (only for expenses after you retire)
- If your spouse is under 65 they must change to FCA PPO plan, which includes dental, vision and drugs.

# Only Time You don't want Medicare Part "B" Is :

1. You or Your spouse has health and drug insurance that covers you when you attain the age of 65.

Must check with the H. R. department to determine if you have "creditable" coverage".

or

2. You are getting VA medical benefits.

or

3. You or your spouse are on Medicaid

# Important Numbers and Addresses

- Medicare 1-800-medicare or 1-800-633-4227
- MAPP 1-800-803-7174 Michigan Medicare Medicaid Assistance Program.
- SHIP: <https://www.medicare.gov/contacts/#resources/ships> Program same as MMAP in Michigan)
- Benefit Connect: 888-409-3300
- WageWorks: 877-924-3967
- Social Security 1-800-772-1213

## Internet

- [www.medicare.gov](http://www.medicare.gov)
- [www.mmapinc.gov](http://www.mmapinc.gov) (Michigan)
- [www.medicare.gov/contacts/#resources/ships](https://www.medicare.gov/contacts/#resources/ships)
- [www.cms.gov](http://www.cms.gov)
- <https://www.FCAretirees.com> (click on Salaried Non-Represented Retirees)
- <https://participant.wageworks.com>
- <https://fcabenefits.ehr.com> (Benefit Connect)



Questions ?

