

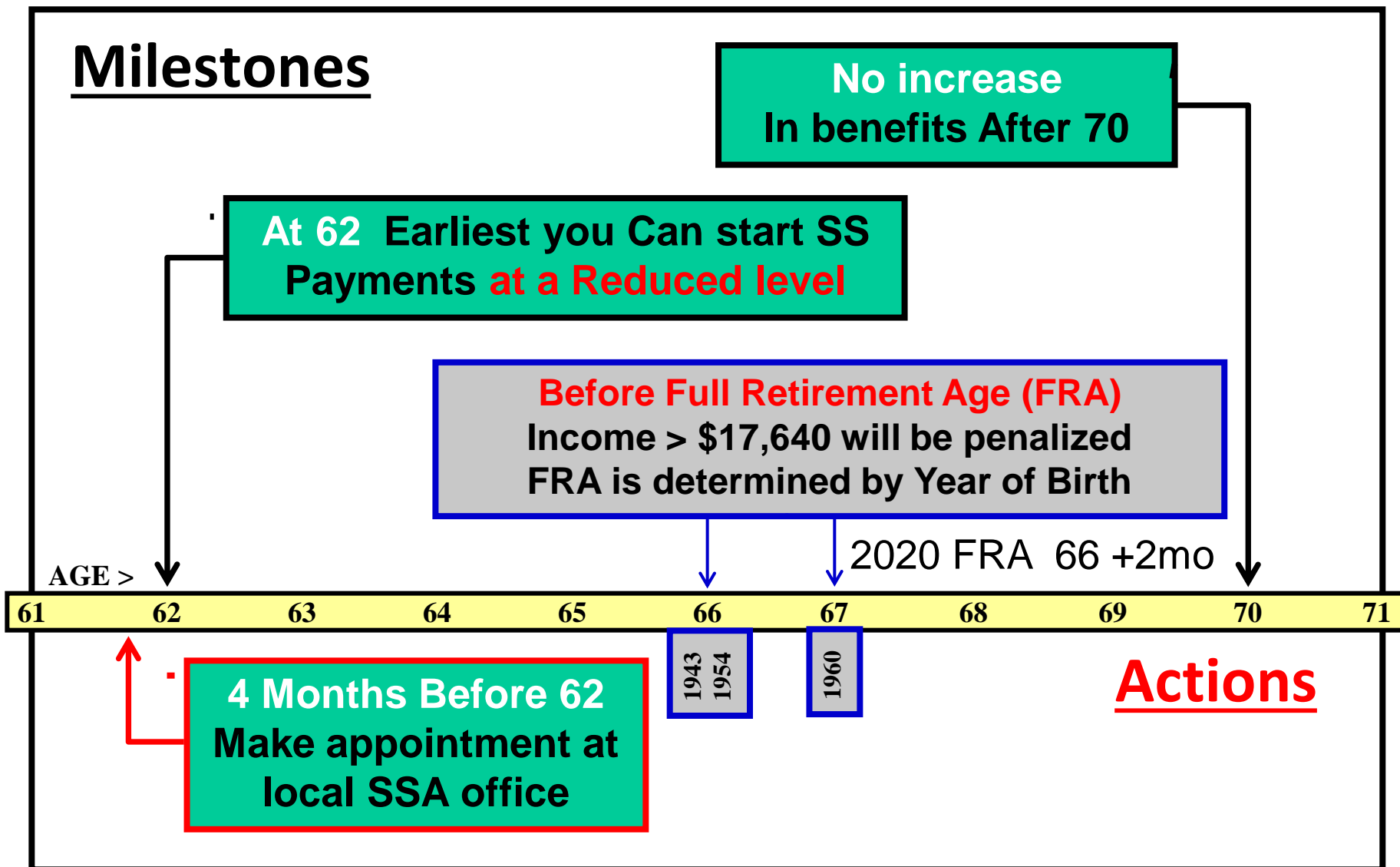
Social Security and Medicare Action Timeline

NCRO INSURANCE COMMITTEE

PAUL GRITT

September 17th 2020

Social Security Milestones & Actions



HEALTHCARE BENEFITS

Medicare etc.

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 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 prescription drug coverage)

WATCH FOR BENEFIT INFORMATION REMINDERS & MAILINGS FROM “VIA BENEFITS” (Benefit Connect)

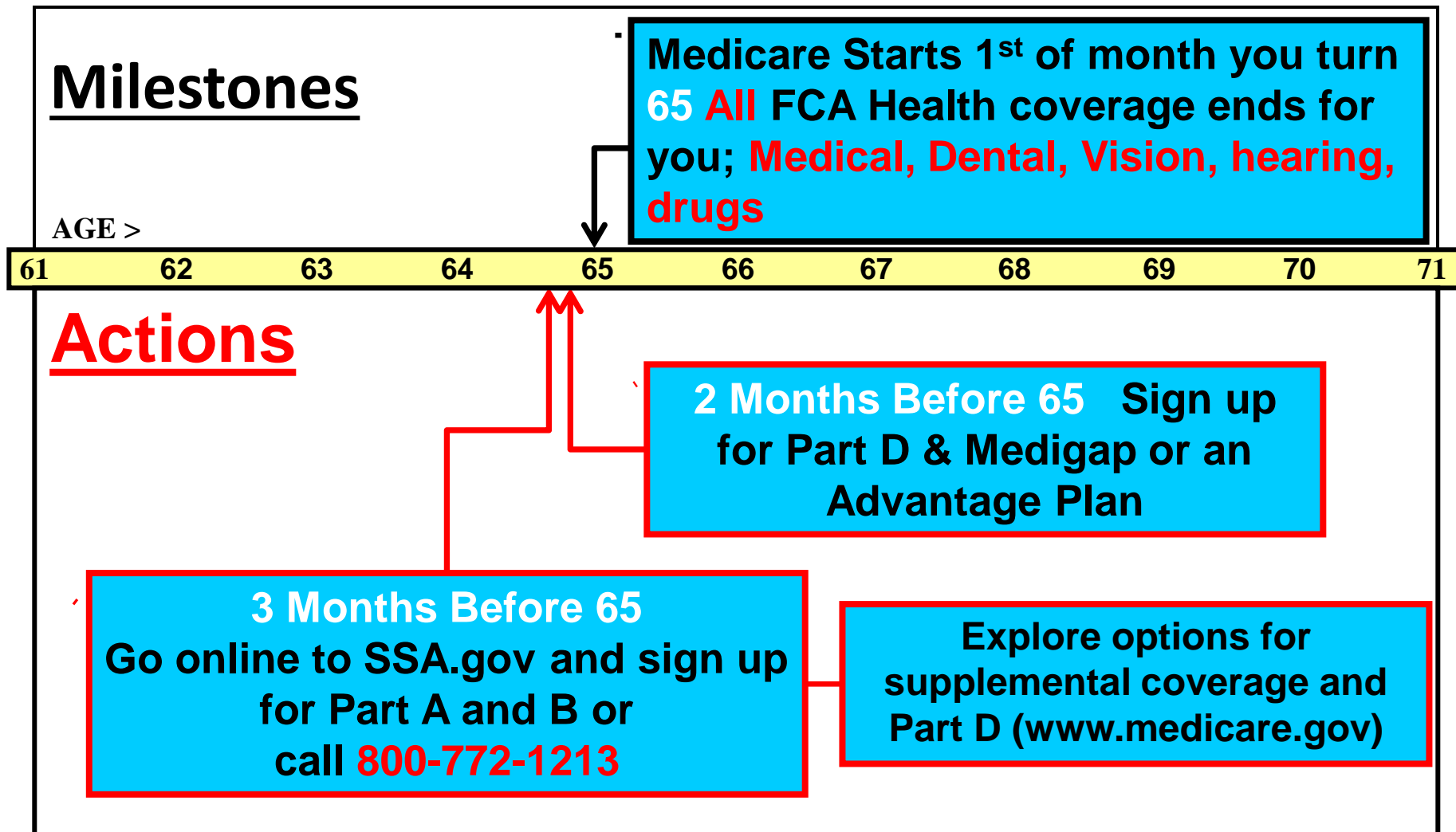
FCA Insurance Coverage ends on the 1st day of the month you turn 65

FCA Retiree Choice Retiree Benefit Timeline

Retiree age	What Happens
64, 0 months	Via Benefits (authorized by FCA) sends introductory letter with Medicare information, Medicare Initial Enrollment Period (IEP) timeline and services available for transition to Medicare and supplemental insurance options. Other insurance companies (not FCA-endorsed) will send marketing information about their Medicare supplemental products.
64, 3 months	Via Benefits sends follow up letter with individual Medicare supplemental insurance coverage options and services. Other insurance companies may continue to send information about Medicare supplemental coverage products through end of Medicare IEP.
64, 6 months	Via Benefits sends letter advising Medicare IEP begins in 3 months, also reminder of Medicare coverage options and services offered through Via Benefits.
64, 9 months	Medicare IEP begins. Retiree should contact local Social Security Office to enroll. Via Benefits sends Enrollment Guide with detailed information on enrolling in Medicare, Medicare supplemental insurance plans and opportunity to schedule phone call with Benefit Advisor to evaluate plan options.
64, 10 months	AmWins (authorized by FCA) sends information about Medicare supplemental insurance products.
65, 0 months	FCA health care coverage ends first of the month retiree or spouse turns age 65. If retiree was enrolled in HDHP medical option, the pre-age 65 spouse can remain in HDHP coverage for the balance of the calendar year. Thereafter the eligible pre-65 spouse can only be enrolled in the PPO medical option until he/she reaches age 65. Benefit Connect sends HRA Personal Report that shows HRA funding amount, FCA health care age/service credits, dependent information, RHCA balance (if applicable) and optional life insurance coverage (if applicable)
65, 3 months	Medicare IEP ends

Medicare Milestones And Actions

(Not Receiving Social Security)



Medicare Milestones And Actions

(Already Receiving Social Security)

Milestones

Medicare Starts 1st of month you turn **65** **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- 772-1213**

Explore options for supplemental coverage and Part D (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:** drugs, 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,D,E,G,N 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 and your needs often change.
- This will be covered in detail in the next presentation.
- If your Modified Adjusted Gross income (MAGI) is over \$87,000 single or \$174,000, 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, sometimes for an extra cost.
- If drugs are not included do not choose that 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 premium is usually \$144.60/month for 2020, 2021 rate will be about \$148.50.
- If your Modified Adjusted Gross income (MAGI) is more than \$87,000 single or \$174,000/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 usually 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
- Should include 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)

Do not select an advantage plan that does not include drugs

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. Premiums differ for each insurance company

All policies offer the **same** benefits for each letter plan (A,B,G,N etc.)

Medicare Supplemental Insurance (Medigap)

Standardized Policies – Benefits Offered 2020

Benefits	Medigap plans									
	A	B	C	D	F	G	K	L	M	N
Medicare Part A coinsurance and hospital costs (up to an additional 365 days after Medicare benefits are used)	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
Medicare Part B coinsurance or copayment	100%	100%	100%	100%	100%	100%	50%	75%	100%	100%***
Blood (first 3 pints)	100%	100%	100%	100%	100%	100%	50%	75%	100%	100%
Part A hospice care coinsurance or copayment	100%	100%	100%	100%	100%	100%	50%	75%	100%	100%
Skilled nursing facility care coinsurance			100%	100%	100%	100%	50%	75%	100%	100%
Part A deductible		100%	100%	100%	100%	100%	50%	75%	50%	100%
Part B deductible			100%		100%					
Part B excess charges					100%	100%				
Foreign travel emergency (up to plan limits)			80%	80%	80%	80%			80%	80%
							Out-of-pocket limit in 2020**			
							\$5,880	\$2,940		

On the Web: <https://www.medicare.gov/supplements-other-insurance/how-to-compare-medigap-policies>

Medigap Premium Ranges

Non-smoking Male, Coverage starts Oct 1st ,2020
 Premiums vary widely (examples only).

Plans (examples only) >>>	Plan A Monthly Prem	Plan N Monthly Prem.	Plan G Monthly Prem.
Age 65	\$74-\$420	\$102-\$315	\$122-\$362

Note: All premiums will probably go up each year.
 The % change will probably be different with different companies and premium methods.
 Plans C and F not available for people starting in 2020
 You need to compare the premiums at older ages not just at 65

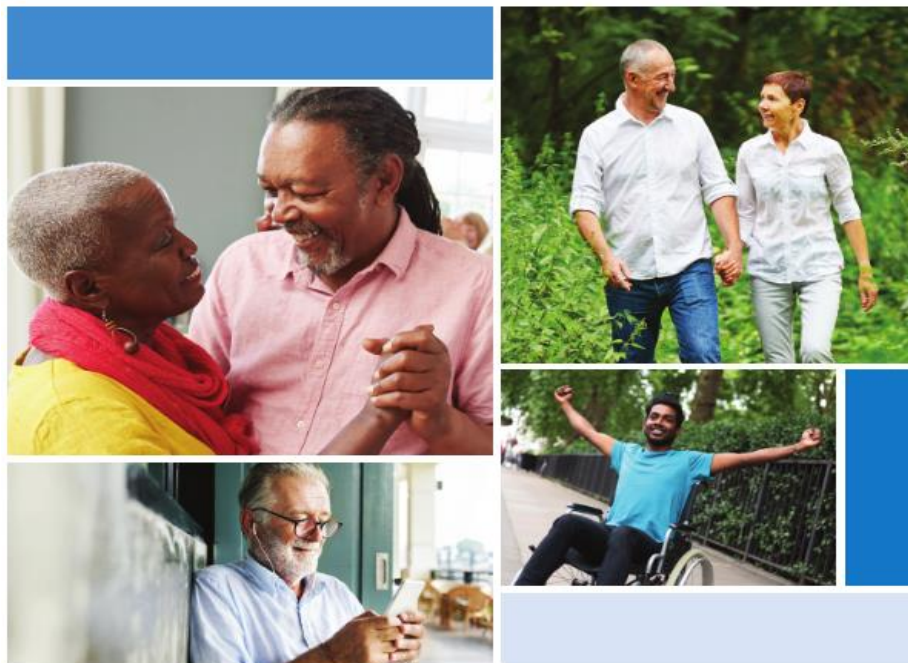
Medigap Premiums

Vary by company and increase with Age

Company	Plan>	A	N	G
	Age			
Priority Health	65	\$84	\$97	\$127
	70	\$125	\$129	\$153
	75	\$135	\$157	\$205
BCBS, Mi	65	116	\$121	\$130
	70	\$147	\$164	\$177
	75	\$170	\$195	\$210
AARP	65	\$73	\$96	\$117
	70	\$87	\$115	\$139
	75	\$126	\$166	\$201

These numbers are for a male, non-smoker
in Oakland county, ZIP 48076

Free guide
Available from
Medicare.gov



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

Medicare & You 2021

The official U.S. government
Medicare handbook



<https://www.medicare.gov/medicare-and-you>

Medicare.gov

Get Medicare's "What's covered" app

Now's a great time to download Medicare's "What's covered" app — available for free on the [App Store](#) and [Google Play](#).

"What's covered" makes it easy to see what items and services are covered by Medicare Part A and/or Part B, how to get covered benefits, and basic cost information. Use the app at the doctor's office, hospital, or anywhere you use your phone or tablet!

Get "What's covered" from the App Store or Google Play buttons below.



[Watch this short video](#) to learn more about the "What's covered" app.



New Medicare App

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

Select on
 your own

or

Use on-line
 comparative
 tools

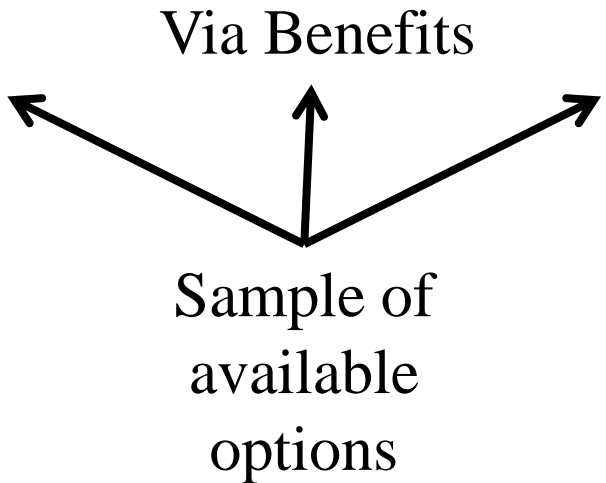
or

Use a Medicare
 Advisory service
 (insurance broker)

Priority Healthcare
 Blue Care Network
 BlueCross Blue Shield
 Humana
 HAP Senior Care
 (AARP)United
 Healthcare, etc.

Medicare.gov

Butler Capital Advisors
 Double Health USA
 Sr. Specialist Laura Camacho
 SHIP (MMA)
 Via Benefits



Medicare Gotcha'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!
- Changing Medigap plans after you first sign up will probably require medical underwriting
- Some Medigap policies do 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 (2020: 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.
- Past year claims can be paid for from current or future HRA funds (only for expenses after you receive your HRA funding).
- If your spouse is under 65 then in the calendar year after you reach 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 have health and drug insurance from another company that covers you when you attain the age of 65. Must check with their 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
- MMAPP 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 : 800-772-1213

Internet

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

Questions ?

