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MEDICARE AND HEALTH INSURANCE

NCRO INSURANCE COMMITTEE
PAUL GRITT

September 11, 2025

Medicare Milestones And Actions

(Not Receiving Social Security)

NATIONAL CHRYSLER RETIREMENT ORGANIZATION

Milestones

Medicare Starts 1st of month you turn 65. All Stellantis Health coverage ends for you; Medical, Dental, Vision, Hearing, Drugs

AGE >

61 62 63 64 65 66 67 68 69 70 71

Actions

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

3 Months Before 65
Go online to SSA.gov and sign up for Part A and B or
call 800-772-1213

Explore options for supplemental coverage and Part D (www.medicare.gov)

Medicare Milestones And Actions

(Already Receiving Social Security)

NATIONAL CHRYSLER RETIREMENT ORGANIZATION

Milestones

Medicare Starts 1st of month you turn 65 All Stellantis 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 post 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

Basic Medicare

- Part A is automatic and no cost to you.

  Pays 80% of:
  - Inpatient care in hospitals, $1716 deductible, (2026 est.)
  - Skilled nursing facility care
  - Hospice care
  - Home health care

- Part B has a monthly premium of $206.50 for 2026.

  Pays 80% of:
  - Services from doctors and other health care providers
  - Outpatient care
  - Home health care
  - Durable medical equipment (like wheelchairs, walkers, hospital beds, and other equipment)
  - Many preventive services (like screenings, shots or vaccines, and yearly "Wellness" visits)

Basic Medicare

- In 2026, you pay $288 for your Part B deductible.
- After you meet your deductible for the year, you typically pay 20% of the Medicare-Approved Amount for these:
- Most doctor services (including most doctor services while you're a hospital inpatient)
- Doctor or provider must accept Medicare.
- Outpatient therapy
- Durable Medical Equipment (DME)
- If your Modified Adjusted Gross income (MAGI) is more than $106,000 single or $218,000/year (joint return) Part B premium will be more. Your Part D premiums will also be more
- This is called: Income Related Monthly Adjustment Amount (IRMAA).

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.
- You still must pay the Medicare Part B premium.
- The insurance company takes over providing the benefits Medicare provides.

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 a following presentation.

Medigap?

Medigap = Medicare Supplement Insurance

- Covers most or all of Part A and Part B co-pays, co-insurance and deductibles.
- There are multiple standardized Medigap plans from various insurance companies.
- Medigap plans are defined by letters (A,B,D,G,K,N etc.)
- All insurance companies must provide the same benefits for a given letter plan.
- If you sign up for a Medigap or an Advantage plan when you first become eligible the plan must accept you.

NATIONAL CHRYSLER RETIREMENT ORGANIZATION

Medicare Supplemental Insurance (Medigap)

Compare the benefits offered by each plan:

Medigap Benefit	Plan A	Plan B	Plan C	Plan D	Plan G*	Plan K	Plan L	Plan M	Plan N
Part A coinsurance and hospital costs up to an additional 365 days after Medicare benefits are used	✓	✓	✓	✓	✓	✓	✓	✓	✓
Part B coinsurance or copayment	✓	✓	✓	✓	✓	50%	75%	✓	✓***
Blood benefit (first 3 pints)	✓	✓	✓	✓	✓	50%	75%	✓	✓
Part A hospice care coinsurance or copayment	✓	✓	✓	✓	✓	50%	75%	✓	✓
Skilled nursing facility care coinsurance	✗	✗	✓	✓	✓	50%	75%	✓	✓
Part A deductible	✗	✓	✓	✓	✓	50%	75%	50%	✓
Part B deductible	✗	✗	✓	✗	✗	✗	✗	✗	✗
Part B excess charge	✗	✗	✗	✗	✓	✗	✗	✗	✗
Foreign travel emergency (up to plan limits)	✗	✗	80%	80%	80%	✗	✗	80%	80%
Out-of-pocket limit**	N/A	N/A	N/A	N/A	N/A	$7,060 in 2024	$3,530 in 2024	N/A	N/A

Medigap Premium Ranges

Non-smoking Male, Premiums vary widely
(2026 est. only).

Plans (examples only) >>>	Plan A Monthly Prem	Plan N Monthly Prem.	Plan G Monthly Prem.
Age 65	$93 to $351	$94 to $539	$119 to $516

Note: All premiums will probably go up each year because you are older and medical cost go up.
The % change will probably be different with different companies and premium methods.
You need to compare the premiums at older ages not just at 65

Medigap Premiums 2025

Vary by company and increase with Age

Company	Plan>	A	N	G
	Age			
Mutual of Omaha	65		$119	$164
	70		$126	$171
	75		$149	$195
BCBS, Mi	65	$126	$146	$137
	70	$160	$199	$199
	75	$182	$243	$243
AARP	65	$111	$140	$141
	70	$122	$153	$174
	75	$150	$253	$288

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

You have two Choices!

Original Medicare

- Part A (Hospital)
- Part B (Doctors)
- Plus a Medigap policy
- Plus a Part D policy

Medicare Advantage Plan

- Combined Part A, B & D

Common Elements

- You must have both Part A and Part B
- Part A is automatic and no cost to you.
- Part B premium is estimated to be $206/month for 2026.
- If your Modified Adjusted Gross income (MAGI) is more than $106,000 single or $218,000/year (joint return) Part B&D will be more.

Differences

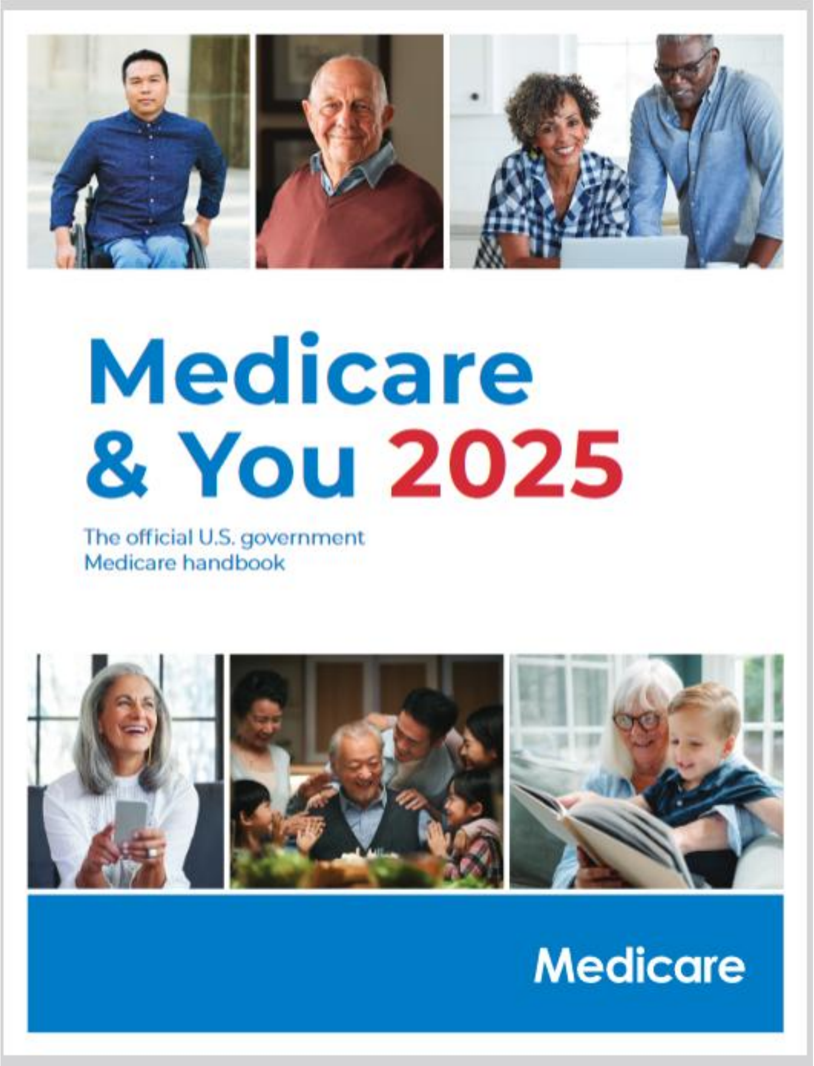
Original Medicare+Medigap	**Medicare Advantage Plan**
▪ Go to any doctor or hospital that accepts Medicare. Medigap, +Part D ▪ Usually no co-pays for hospital or doctor services. ▪ Monthly premiums are usually more than Advantage plans.	▪ Go to provider network doctors and hospitals for full coverage. ▪ Co-pays for doctor visits ▪ Almost always lower monthly premium ▪ Usually includes drug coverage. ▪ Some extra benefits.

Something new for 2025/6

Accountable Care Organizations

- Accountable Care Organizations (ACOs) are groups of Medicare doctors, hospitals, and other health care providers who voluntarily work together to provide coordinated high-quality care.
- When an ACO succeeds in both delivering high-quality care and spending health care dollars more wisely, it shares in the savings.
- ACOs only apply to fee-for-service Medicare (Traditional Medicare) patients, and not ones who are in a Medicare Advantage plan.
- Because it is simply a different method for Medicare to pay your healthcare providers, it is your health care providers, not you, who decide to be part of an ACO. **It will not impact which health care providers that you choose to use and what you pay.**

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/medicare-and-you

New Medicare App

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.

Download on the App Store | GET IT ON Google Play

Watch this short video to learn more about the "What's covered" app.

Medicare Gotchas

- Make sure to sign up <u>at least</u> 2 months before the month you turn 65. This is the government, and they need the full 2 months to get you set up.
- Medicare <u>does not cover</u> long term care!
- 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 <u>forever!</u>
- <u>Changing Medigap plans beyond six months after you first sign up will probably require medical underwriting</u>
- Some Medigap policies do <u>not provide any coverage</u> when you are out of the U.S.
- 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.

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 <u>you</u> have “creditable” coverage”.

or

2. You are getting VA medical benefits.

or

3. You or your spouse are on Medic<u>aid</u>

Important Numbers and Addresses

- Medicare 1-800-medicare or 1-800-633-4227
- MMAP 1-800-803-7174 Michigan Medicare Assistance Program.
- SHIP: https://www.medicare.gov/contacts/#resources/ships Program same as MMAP in Michigan)
- Benefit Connect: 888-409-3300
- Via Benefits: 800-953-5395
- Social Security :   800-772-1213

Internet

- www.socialsecurity.gov/hlp/video/iclaim_r01.htm Video
- www.medicare.gov
- https://www.shiphelp.org/
- www.cms.gov
- https://viabenefitsaccounts.com/benefits
- https://www.FCAretirees.com (click on Salaried Non-Represented Retirees)
- https://fcabenefits.ehr.com (Benefit Connect)

Questions ?