Preparing for a Successful Retirement: Healthcare Matters
CMS – Largest Purchaser of Health Care in the United States

- Serving over 100 million through Medicare, Medicaid, Children’s Health Insurance Programs and the Health Insurance Marketplace
- Budget approx. $800 billion dollars
Medicare – The Beginning
Medicare

• Medicare is the health insurance program for:
  – People age 65 and older
  – Certain people under age 65 with disabilities
  – People with all ages with End Stage Renal Disease (ESRD)
The Four Parts of Medicare

- Part A Hospital Insurance
- Part B Medical Insurance
- Part C Medicare Advantage Plans (like HMOs/PPOs)
- Part D Medicare Prescription Drug Coverage
Medicare Part A

- Inpatient Hospital Stays
- Home Health Care
- Skilled Nursing Care
- Hospice
- Blood
Medicare Part B

- Doctor’s services
- Outpatient Hospital Services
- Home Health Services
- Preventive Services
- Durable Medical Equipment
Part C – Medicare Advantage

- Health plan options approved by Medicare
  - Another way to get Medicare coverage
  - Still part of the Medicare program
  - Run by private companies

- Medicare pays plan an amount
  - For each member’s care

- May have to use network doctors or hospitals

- Types of plans available may vary
Medicare Part C

• Usually get all Part A and B services through plan
  – May have to use providers in plan’s network
  – Generally must still pay Part B premium
• May get extra benefits
  – Vision, hearing, dental
  – Prescription drug coverage
• Still in Medicare program
  – Get all Part A and Part B services
  – Have Medicare rights and protections
Medicare Part D

• Medicare Prescription Drug Coverage
• Began January 1, 2006
• Provided through
  – Prescription drug plans
  – Medicare Advantage plans
  – Some employers and unions
Decide How You Want to Get Your Medicare Coverage

Start

Step 1: Decide how you want to get your coverage.

ORIGINAL MEDICARE
- Part A: Hospital Insurance
- Part B: Medical Insurance

MEDICARE ADVANTAGE PLAN
- Part C: Combines Part A, Part B, and usually Part D

Step 2: Decide if you need to add drug coverage.

Part D: Prescription Drug Coverage
- (Most Medicare Advantage Plans cover prescription drugs. You may be able to add drug coverage in some plan types if not already included.)

Step 3: Decide if you need to add supplemental coverage.

Medicare Supplement Insurance (Medigap) policy

End

If you join a Medicare Advantage Plan, you can't use and can't be sold a Medicare Supplement Insurance (Medigap) policy.
Medicare Open Enrollment
Your New Medicare Card

Information for People With Medicare

2018
What does the new card look like?

• It has your
  – Name
  – New Medicare number
  – Dates that Medicare Part A and Medicare Part B coverage started

• It doesn’t have your
  – Signature
  – Social Security Number
  – Gender
When do I start using my new Medicare card

• Start using your new card as soon as you get it
• Beginning January 1, 2020, you can only use the new Medicare card and new number
Key Initiatives

- E-Medicare “What’s Covered” App
- Prevent Opioid Misuse
- Fraud Prevention
How can I protect myself and Medicare from fraud?

• Don’t share your Medicare card with anyone—treat it like a credit card
  • Don’t carry it unless you need it
  • Keep it in a safe place
• Scam artists may try to get personal information by contacting you about your new card
• If someone asks you for your information, for money, or threatens to cancel your health benefits if you don’t share your personal information, hang up
Helpful Resources

• 1-800 medicare /1-800-633-4227
• Medicare.gov
• Cms.gov
• Medicare & You Handbook
• GeorgiaCares – the State Health Insurance Assistance Program 866-552-4464 Option 4
Contact Information

Centers for Medicare and Medicaid Services
Sam Nunn Federal Center
61 Forsyth Street, Suite 4-T-20
Atlanta, Georgia  30303

rhonda.hunter@cms.hhs.gov
404-562-7217
Agenda

• Turning 65 - Still Working

• Ready to Retire
  ➢ Retirement Eligibility
  ➢ Retirement Process
  ➢ Retiree Benefits
    • All Retirees
    • Pre-65
    • Post-65
  ➢ Additional Benefits
• Social Security
  ➢ Possible age-based limits to amount you can earn while receiving benefits
  ➢ Contact the Social Security Administration for details

• POS Plan
  ➢ Medicare enrollment is optional
    • Part A is free
      – Emory is primary, Medicare is secondary
    • Part B is not needed until you retire

• HSA Plan
  ➢ Medicare enrollment is optional
    • Can have HSA plan and Medicare
  ➢ Can’t Contribute to Health Savings Account and enroll in Medicare
    • Forgo enrollment in Parts A and B until separation
RETIREMENT ELIGIBILITY

- Must meet **all** of the following:
  
  - Regular staff and faculty who work at least 20 hours or more per work week
  - At least age 55
  - At least 10 years of service (at least half-time with breaks less than one year or 24 months if due to a Reduction in Force)
  - Retire from a paid-regular status or disability LOA
  - Total years of age and service must equal at least 75
# Retirement Eligibility - Subsidy

**Hired Before 1/1/2003**
- Emory Subsidized Medical
  - Pre-65
    - Aetna POS
    - Retiree pays partial premium
  - Post-65
    - Access to Via Benefits
    - Emory deposits money into Health Reimbursement Account (HRA)

**Hired 1/1/2003 or After**
- Retiree Funded/No Emory Subsidy
  - Pre-65
    - Aetna POS
    - Retiree pays full cost
  - Post-65
    - Access to Via Benefits
    - No HRA
RETIREMENT PROCESS

Step 1: Submit your written retirement request to your supervisor and your HR Rep.

Step 2: The HR Rep submits the Human Resources Action Form (HRAF) to alert the Benefits Office of your retirement request.

Step 3: Upon receipt of the HRAF, your Benefits Specialist will review your record to determine retirement eligibility.

Step 4: Your Benefits Specialist will approve or deny the request.

Step 5: If approved, your Benefits Specialist will email you to set up your benefits meeting. If denied, your department will be notified.

Step 6: Your Benefits Specialist will discuss your benefit options and provide enrollment instructions.

Step 7: To continue benefits, submit your signed forms within 31 days of your retirement date.
RETIREE BENEFITS - LIFE INSURANCE

• Emory paid, no cost to you
  ➢ $10,000 benefit
• Update your beneficiaries when changes occur
• Advise beneficiary and loved ones about the benefit and any updates you make
RETIREE BENEFITS - DENTAL PLAN

• Aetna Traditional Plan provides:
  
  o $1500 Annual Benefits Maximum
  o Preventive Care - 100%
  o $50 Deductible for Basic and Major Services
  o Basic Service - 90/10% In-Network, 80/20% Out-of-Network
  o Major Service - 50/50% In and Out-of-Network
# DENTAL PLAN RATES

## 2020 Dental Plan Contributions

<table>
<thead>
<tr>
<th></th>
<th>AETNA PPO PLAN</th>
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<tbody>
<tr>
<td>MONTHLY RATE</td>
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<tr>
<td>Retiree Only</td>
<td>$50.00</td>
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<tr>
<td>2-Person</td>
<td>$100.00</td>
</tr>
<tr>
<td>Family</td>
<td>$165.00</td>
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</table>

- Paid via ACH to McGriff Insurance
- Enroll or cancel retiree dental coverage during the Annual Enrollment Period
EYEMED VISION PLAN

- If you retire during the year, continue existing vision coverage through COBRA
- Enroll for retiree vision during Annual Enrollment
  - Must pay annual premium at enrollment
    - Payable to Emory

### 2020 Vision Plan Contributions

<table>
<thead>
<tr>
<th></th>
<th>EYE MED VISION CARE</th>
<th>ANNUAL RATE</th>
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<tbody>
<tr>
<td>Retiree Only</td>
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<td>$134.16</td>
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<tr>
<td>Retiree + Spouse</td>
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<td>$254.40</td>
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<tr>
<td>Retiree + Child(ren)</td>
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<td>$267.84</td>
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<td>Family</td>
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<td>$394.32</td>
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</table>

YOU MUST RE-ENROLL EACH YEAR TO CONTINUE RETIREE VISION COVERAGE.
PRE-65 - RETIREE MEDICAL

- Active Plan Ends on the last day of the month that you worked
- Aetna POS Medical Plan
  - Pre-65 retirees
  - Covered spouses and children
- **Dependents cannot be added after you retire**

If medical coverage is cancelled, you cannot re-enroll at a later date.
## PRE-65 - MEDICAL PLAN RATES

<table>
<thead>
<tr>
<th></th>
<th>Hired prior to January 1, 2003</th>
<th>Hired on/after January 1, 2003</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>NON-MEDICARE ELIGIBLE WITH SUBSIDY</td>
<td>MEDICARE ELIGIBLE WITH SUBSIDY</td>
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<tr>
<td>Retiree Only</td>
<td>$655.79</td>
<td>$322.85</td>
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<tr>
<td>Retiree + Spouse</td>
<td>$1,311.55</td>
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<tr>
<td>Retire + Child(ren)</td>
<td>$853.10</td>
<td>$518.26</td>
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<tr>
<td>Family</td>
<td>$1,508.88</td>
<td>$841.04</td>
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<tr>
<td>Child(ren) Only</td>
<td>$195.31</td>
<td>$195.31</td>
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- Paid via ACH to McGriff Insurance
Pre-65 - Transitioning to Post-65 Benefits

- The Benefits Department will mail Transition Guide 60 days prior to your 65\textsuperscript{th} birthday
- Pre-65 Medical terminates at the end of month prior to your 65\textsuperscript{th} birthday
  - Post-65 benefits should be effective the 1\textsuperscript{st} of the month of your 65\textsuperscript{th} birthday
- McGriff Insurance will make necessary billing adjustments

Contact your Benefits Specialist if you have questions about the process
Pre-65 - Transitioning to Post-65 Benefits

➢ Enroll for Medicare Parts A & B:
  o Enroll online at [www.medicare.gov](http://www.medicare.gov)
  o Visit your local Social Security Administration Office

➢ Review Medicare Supplemental and Part D Prescription Plans

➢ Enroll for your new Medicare Plans
  o On your own
  o Using assistance of Via Benefits
  o Other resources (your own agent, family member, etc.)
POST-65 - RETIREE MEDICAL

➢ Active Plan Ends on the last day of the month that you worked

➢ Enroll in Medicare Parts A & B
  • Note: If you are planning to retire at 65, enroll in Medicare 3 months prior to your 65th birthday.
    – If you are not 65 when you retire, but your spouse is - this rule applies.

➢ Enroll in your Medicare Supplemental Plans
POST-65 RETIREE MEDICAL - MEDIGAP

➢ Medigap
   • Fills the “gaps” in original Medicare Parts A and B
   • Pays difference between total costs and the amount original Medicare pays
   • Standardized plans, but carriers charge different premiums
   • Coverage anywhere doctor takes Medicare assignment
   • Can opt in when first eligible, or during Special Election Period

➢ Part D
   • Provides prescription drug coverage by private insurance companies
   • Emory reimburses 100% of eligible prescription drug out-of-pocket expenses incurred after the catastrophic coverage threshold is met
<table>
<thead>
<tr>
<th>Benefits</th>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>F*</th>
<th>G</th>
<th>K</th>
<th>L</th>
<th>M</th>
<th>N</th>
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<tbody>
<tr>
<td>Medicare Part A coinsurance and hospital costs</td>
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<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
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<tr>
<td>Medicare Part B coinsurance or copayment</td>
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<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>50%</td>
<td>75%</td>
<td>100%</td>
<td>100%</td>
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<tr>
<td>Blood (first 3 pints)</td>
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<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>50%</td>
<td>75%</td>
<td>100%</td>
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<tr>
<td>Part A hospice care coinsurance or copayment</td>
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<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>50%</td>
<td>75%</td>
<td>100%</td>
<td>100%</td>
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<tr>
<td>Skilled nursing facility care coinsurance</td>
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<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>50%</td>
<td>75%</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Part A deductible</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>50%</td>
<td>75%</td>
<td>50%</td>
<td>100%</td>
</tr>
<tr>
<td>Part B deductible</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
<td>100%</td>
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<td>100%</td>
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<td>100%</td>
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<td>Foreign travel emergency (up to plan limits)</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
<td>80%</td>
</tr>
</tbody>
</table>

* Plan F also offers a high-deductible plan in some states. If you choose this option, you must pay for Medicare-covered costs (coinsurance, copayments, and deductibles) up to the deductible amount of $2,200 in 2017 before your policy pays anything.

** Plan N pays 100% of the Part B coinsurance, except for a copayment of up to $20 for some office visits and up to a $50 copayment for emergency room visits that don’t result in an inpatient admission.
Plan
- Receive your Medicare benefits through a private insurance company
- Networks vary by plan (certain doctors and hospitals)
- Some plans cover prescriptions, dental and vision
- Out-of-pocket maximums to limit what you spend each year
- Can change plans once a year during Medicare Annual Enrollment (10/15-12/7)

Costs
- Still responsible for Part B Premium
- Lower premiums than Medigap
- Higher out-of-pocket for services rendered (deductibles, coinsurance, copays)
POST-65 RETIREE MEDICAL – VIA BENEFITS

- Benefits Specialist provides contact details
- Call Via Benefits (Retiree and Spouse)
  - Schedule an appointment or enroll that day
  - Call should last about an hour, telephonic enrollment
  - Required for the call:
    - Medicare A & B effective dates, providers information and prescriptions
  - Via chooses plans based on your needs
- Deadline for Enrollment: Last business day of the month prior to your retiree benefits effective date
- Review HRA options with Via Benefits
Post-65 Benefits - Health Reimbursement Account (HRA)

- Emory’s contribution $121.68 per month for each eligible retiree and spouse
  - Only for retirees hired prior to 1/1/2003
- Reimbursements processed by Via Benefits
- Contact Via Benefits about reimbursements, even if you do not enroll with them
Post-65 Benefits - HRA

➢ Reimburse qualified expenses, such as:

**Medical**
- Part B Premiums
- Medical Plan Premiums
- Prescriptions

**Dental**
- Dental Plan Premiums
- Coinsurance
- Deductibles

**Vision**
- Vision Plan Premiums
- Glasses/Contacts
- Copays
Post-65 Benefits – Reimbursement Options

1. Paper Claims
   - One time or recurring claims forms
   - Complete form
   - Attach required documentation
   - Submit via mail, fax or web
   - Available for all expense types

2. Automatic Reimbursement
   - Enroll in a participating plan
   - Ask to select option
   - Pay premiums as required
   - Available for plan premiums only
ADDITIONAL RETIREE BENEFITS

- Emory Card
- Courtesy Scholarship
- Parking
- Email Access via email.emory.edu
- Library Access
- Special Events
- Fitness Centers
- Continuing Education discounts through Osher Lifelong Learning Institute
- Sparkfly Discount Program
QUESTIONS?