

EMPLOYEE ROADMAP TO MEDICARE



University of Idaho

Resources for Medicare Eligible Employees



Finally, a useful (free) Medicare and Social Security resource

You don't have to tackle Medicare and Social Security alone.

There are many common pitfalls when it comes to Medicare and Social Security. Avoid the mistakes and know you are making the right decisions with 90 From Retirement.



Resource Library

Learn the specifics for Medicare & Social Security through the Education Center that has videos and articles.



On-call experts

Call us whenever Medicare or Social Security questions arise. Get correct answers fast, so you can make wise decisions.



1-on-1 meetings

Meet with us and we'll walk through the decisions ahead as you prepare for Medicare and Social Security, all at no cost to you.

90 DAYS



101 Seminars

Attend an in-person Medicare and Social Security presentation where you can come with questions and leave confident in what comes next.

101 Webinars

Learn all about Medicare and Social Security from the comfort of your home, or anywhere else in the world for that matter, with a virtual webinar.



Presentation on Demand

Anyone can watch pre-recorded 101 presentations at any time from anywhere.

Our mission is to fundamentally change the way Medicare is accessed in Idaho by helping seniors navigate the complicated maze of Medicare and Social Security. Our approach is unique in that we see the Medicare decision as an educational opportunity, not sales pitch. Allow our local team of experts to assist you in your transition to Medicare or retirement.

90DaysfromRetirement.com/ID





Michael McShane (208) 973-9702 Michael@MedicareGl.com





Jennifer Johnson (208) 973-9704 Jen@MedicareGl.com



Understanding your Medicare Choices



*Powered by

<u>Step 1</u>

Enroll in Original Medicare

www.SocialSecurity.gov/Medicare or 1-800-772-1213

Original Medicare is provided by the federal government



Part A

Helps pay for hospital stays and inpatient care



Part B

Helps pay for doctor visits and outpatient care



In 2024 the annual deductible will be **\$1,632** for Medicare Part A (hospital) and **\$240** Part B (medical services). The standard monthly premium for Part B beneficiaries in 2024 will be **\$174.70**.

After you enroll in Original Medicare, there are 3 different ways to get additional coverage offered by private companies.





COMPARE THE COSTS OF





	PLAN 1	PLAN 2	PLAN 3
Name of Plan			
Monthly Plan Premium			
Max Out of Pocket			
Primary Care Copay			
Specialist Copay			
Emergency Room			
Inpatient Hospitalization			
Outpatient Surgery			
Diagnostic Test			
Lab Services			
Diagnostic Radiology (MRI,CT,PET)			
Outpatient Rehab (PT/OT/ST)			
Prescription Drug deductible			
Prescription Drug Cost			

COMPARE PLAN FEATURES

If the plan covers the below benefits or services, put a check mark in the box. If not, leave it blank. If applicable, include dollar amount of Dental, OTC and Vision services provided

FEATURES	PLAN 1	PLAN 2	PLAN 3
Current physicians In-network			
Current prescriptions covered			
Dental Services	\$	\$	\$
Vision Services	\$	\$	\$
Hearing Exams			
Chiropractic/ Acupuncture			
Over the Counter (OTC)	\$	\$	\$
Gym Membership			

((208) 973-9702 or (208) 973-9704

HSA REFERENCE SHEET

Participating in an HSA stipulates that the member *cannot* be enrolled in Medicare. Enrollment in Medicare will render an individual ineligible to begin a new HSA and we will require those who have HSA's to stop making contributions.

All forms of contributions must cease

- Employee contributions
- Employer contributions
- Contributions by others on the individual's behalf
- Contributions using the "Last Month Rule"
- Contributions from an IRA rollover



Individuals who have been collecting Social Security retirement benefits for four months or more are **automatically** enrolled in Medicare at age 65. HSA contributions during or after the enrollment month are taxable and subject to penalties.

HSA / MEDICARE TIMING RECOMMENDATIONS

If your are *NOT* automatically enrolled in Medicare or postpone enrollment you must consider the **6-month retroactive Part A Rule**

When you do enroll in Part A you will be given a retroactive effective date for your Part A (hospital coverage). The *effective date will be 6 months prior* to the date that you enroll. **Any contributions made during the retroactive 6-month time will be subject to income tax and penalties.**

What to do:

Determine your desired Part A start date in advance and work backwards from that point to know when HSA contributions need to cease to avoid the taxes and penalties.

Low Income Subsidy (LIS) Part D Prescription Drug Extra Help



Income and Resource Requirements

2024 Income Limits			
150% Federal Poverty Level	Individual	Married	
Yearly Gross Income	\$22,590	\$30,660	
Monthly Gross Income	\$ 1,882	\$ 2,555	

What is LIS?

Low Income Subsidy (LIS)/Extra Help is a federal subsidy program that helps low-income Medicare-eligible consumers save money on their prescription costs and other Part D related costs. The program is administered by the Social Security Administration (SSA) who determines if consumers are eligible, (based on income and resource thresholds, which change annually), consumers' qualifications and eligibility levels

To qualify for Extra Help, the consumer must:

- Have Medicare Part A and/or Part B
- Meet resource and income limits

The LIS program only covers costs related to Medicare Part D. Any premium subsidy refers to Medicare Part D (not Part B or C).

*You do NOT need to be on Medicaid to be on the LIS program.

To apply for LIS or get additional information on the LIS/Extra Help program, visit their website

http://www.socialsecurity.gov/prescriptionhelp/

Helpful Guide for applying for your Medicare online

Hint: Apply online in the comfort of your home to avoid lines and delays at your local SSA office

<u>2 Simple Steps</u>

1.Before applying, visit "Checklist for Online Applications" to see what you will need at **www.ssa.gov/hlp/isba/10/ isbachecklist.pdf** (see back side for checklist)



IF YOU RUN INTO PROBLEMS PLEASE CALL FOR ASSISTANCE FROM THE 90 DAYS TO MEDICARE TEAM



Jennifer Johnson (208) 973-9704 Jen@MedicareGl.com





Michael McShane (208) 973-9702 Michael@MedicareGl.com

You don't need to do this alone take advantage of free, expert advice





Checklist for Online Medicare, Retirement, & Spouses Applications

The information below will help you gather the information you may need to create a *my* Social Security account and complete the online Medicare, Retirement, and Spouse's applications. We recommend you print this page to use while gathering your information.

Create a my Social Security Account

You are required to login to your existing *my* Social Security account, or attempt to create one. To create an account, we will ask you a series of identity questions for verification. You may want to have certain items on hand to be prepared for additional security questions, such as, but not limited to: mobile phone (for the purpose of receiving texts and emails), credit card, W-2, and tax forms.

File for Benefits Online – The Information You Need	Medicare Only	Retirement & Spouses
Date and Place of Birth If you were born outside the United States or its territories: • Name of your birth country at the time of your birth (it may have a different name now) • Permanent Resident Card number (if you are not a U.S citizen)	x	x
MEDICAID Number (State Health Insurance) - Start and End Dates	X	
 Current Heath Insurance Employment start and end dates for the current employer (of you or your spouse) who provides your health insurance coverage through a Group Health Plan Start and end dates for the Group Health Insurance provided by you (or your spouse's) current employer 	x	
Marriage and Divorce Name of current spouse Name of prior spouse (if the marriage lasted more than 10 years or ended in death) Spouse(s) date of birth and SSN (optional) Beginning and ending dates of marriage(s) Place of marriage(s) (city, state or country, if married outside the U.S.) 		x
Names and Dates of Birth of Children Who: • Became disabled prior to age 22, or • Are under age 18 and are unmarried, or • Are aged 18 to 19 and still attending secondary school full time		x
U.S. Military Service Type of duty and branch Service period dates 		x
Employer Details for Current Year and Prior 2 Years (not self-employment) View your Social Security Statement online at www.socialsecurity.gov/myaccount Employer name Employment start and end dates 		x
Self-Employment Details for Current Year and Prior 2 Years View your Social Security Statement online at www.socialsecurity.gov/myaccount Business type Total net income 		x
Direct Deposit - Domestic bank (USA) Direct Deposit - International bank (non-USA) • Account type and number • International Direct Deposit (IDD) bank country • Bank routing number • Bank name, bank code, and currency • Account type and number • Account type and number, branch/transit number		x

Social Security Administration | Publication No. 05-10500 | Produced and published at U.S. taxpayer expense

www.ssa.gov/hlp/isba/10/ isbachecklist.pdf

How to Enroll to Medicare **90 DAYS**





Order Medicare Card or Verify Medicare

Coverage with **(Provide Security**) Coverage with **(Provide Security**)



(208) 973-9702 or (208) 973-9704



*Turn page for additional information



Are you collecting Social Security (SSA) at this time?

Yes

Advise SSA you want to decline Part B. If vou received a welcome packet saying you have Part A and B, check the box "I do NOT want Part B" on the back of the enclosed Medicare card, sign the back of card and return form and signed card, using the enclosed envelope before the coverage start date on the front of the MC card. Medicare will send you a new MC card in a few weeks showing you have Part A only. If you do not do this you are agreeing to Part B, and you'll start paying the monthly Part B

premium

Goto .gov/Medicare and select "How to Apply Online for just Medicare", click "Apply for Medicare Only." Complete the application, **DECLINE** Part B and Select "Submit Now" to send your application

No

Use the "Related Information" links

Please contact us with any question



"Apply for Medicare Only." Complete the application and select "Submit Now" unable to delay to send Part A if you are your application

> Use the "Related Information" links

Please contact us with any question

If you delayed . Medicare Part B enrollment. you will use the to enroll in Part B. You can use the Part B SEP while you have jobbased insurance, or for 8months after you no longer have job-based insurance (either from your job or your spouse's job). It is best to enroll in Medicare Part B 1-2 months before losing group coverage

(3)

Enroll into Part B after

delaying Part B coverage

Note: to avoid potential late enrollment penalties for delaying Part B or D, you must maintain creditable coverage.

Please contact us with any question

https://secure.ss ov/mpboa/medicar You will need the following forms from SSA (found on website) **CMS 40B** (Application for enrollment in Medicare) **CMS L564** (Request for employment information) Fill out and sign CMS 40B. to complete CMS L564.

Go to:

Note: When completing the forms CMS-40B and CMS-L564: State "I want Part B coverage to begin (MM/YY)" in the remarks section of the CMS-40B form or online application.

www.90DaysFromRetirement.com

www.ssa.gov/

myaccount

Note: you are

collecting SSA

Please contact us

with any question

*You can call to make an

appointment to enroll at

your local SSA office, but

we think it's more efficient

to complete online



2024 Medicare Advantage

Clarity Guide

Get clear answers to your Medicare plan questions.

United Healthcare Medicare Advantage

Understanding your Medicare choices

Step 1

Enroll in Original Medicare

Original Medicare Provided by the federal government



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Part A Helps pay for hospital stays and inpatient care

Part B Helps pay for provider visits and outpatient care



Step 2

After you enroll in Original Medicare, there are two ways to get additional coverage

Option 1 Add one or both of the following to Original Medicare:	or	Option 2 Choose a Medicare Advantage plan:
Medicare Supplement InsuranceOffered by private companiesImage: Second stateImage: Second		Medicare Advantage Plan Offered by Medicare-approved private companies Part C Combines Part A (hospital insurance) and Part B (medical insurance) in one plan
Medicare Part D Plan Offered by Medicare-approved private companies		Part D Often include prescription drug coverage
Helps pay for prescription drugs		May offer additional benefits not provided by Original Medicare

Eligibility and enrollment

Medicare eligibility

Legal residents must live in the U.S. for at least 5 years in a row, including the 5 years just before applying for Medicare.

To be eligible for Medicare, you must be a U.S. citizen or legal resident AND you must meet one of these requirements:

- Age 65 or older
- Younger than 65 with a qualifying disability
- Any age with a diagnosis of end-stage renal disease or ALS

When can you enroll in a Medicare Advantage or prescription drug plan?

Initial Enrollment Period (IEP)

For those who become eligible due to age, your IEP includes your 65th birthday month, the 3 months before and the 3 months after. Your IEP begins and ends 1 month earlier if your birthday is on the first of the month. You have 6 months to be guaranteed coverage in a Medicare Supplement insurance plan (Medigap), starting the first month you are age 65 or older and enrolled in both Medicare Part A and Part B. You may apply at other times, but you could be denied coverage or charged a higher premium based on your health history. Some states may have additional open enrollment rights under state law.



Eligible due to a disability?

Your 7-month IEP includes the month you receive your 25th disability check, the 3 months before and 3 months after.



→ Annual Enrollment Period, October 15–December 7

During annual enrollment, you can add, drop or switch your Medicare coverage.

Medicare Advantage Open Enrollment Period, January 1–March 31

If you're already a Medicare Advantage plan member, you may disenroll from your current plan and either switch to a different Medicare Advantage plan one time only, or go back to Original Medicare during this period.

Special Enrollment Period

Depending on certain circumstances, you may be able to enroll in a Medicare plan outside of the annual enrollment period from October 15 through December 7. Some ways you may qualify for a Special Enrollment Period are if you:

- Retire and lose your employer coverage
- Move out of the plan's service area
- Qualify for Extra Help
- Have been diagnosed with certain qualifying chronic health conditions

Note: Special needs plans have other eligibility requirements.

10 things to know about Medicare Advantage

4 | Questions? Call UnitedHealthcare at 1-855-868-8374, TTY 711, 8 a.m.-8 p.m. local time, 7 days a week

You must continue to pay your Medicare Part B premium.

Medicare then gives your premium to your UnitedHealthcare[®] Medicare Advantage plan to help pay for your additional coverage.

2 Medicare Advantage has you covered. Medicare Advantage plans must cover all the services that Original Medicare covers and may offer additional benefits. Important: Hospice care is still covered under Original Medicare.

- **3** Joining a Medicare Advantage plan may affect your current coverage. If you have existing coverage or employer-provided health insurance and plan to work past 65, check to see how joining a Medicare Advantage plan could affect or cancel your current coverage.
 - It's best to use network providers. Use of network health care and pharmacy providers is typically required. Using providers outside of the network may cost you more. In an emergency, you can use any provider.

5 You may qualify for financial assistance. Depending on your financial situation, you may qualify for help paying your plan premiums or Part D prescription drugs through a low-income subsidy or Extra Help.

If you enroll in Part D late, you may pay a penalty.

6

This is an additional amount charged by Medicare that will be added to your Part D premium if you didn't enroll in prescription drug coverage when initially eligible for Medicare and didn't have other creditable drug coverage, or you didn't enroll in prescription drug coverage within 63 days of losing your creditable drug coverage.

A Medicare Supplement insurance plan (Medigap policy) is not a Medicare Advantage plan.

8

Medicare Supplement plans are health insurance policies and are secondary to Original Medicare. Medicare Advantage plans combine Original Medicare Parts A and B, and often Part D, into a single plan.

Keep your member ID card handy. Members must present their UnitedHealthcare member ID card, not their Original Medicare card, when receiving services.

9 Medicare Advantage offers the same protections as Original Medicare. Even though Medicare Advantage plans are privately administered, you still have the same rights and protections as with Original Medicare.

10 You have a built-in financial safety net. Your plan's annual out-of-pocket maximum is your safety net that ensures you'll never pay more than a certain amount out of pocket in a given plan year for covered medical services. Costs that do not count towards the out-of-pocket maximum include premium payments, drug costs, and costs of extra services a plan may offer such as routine dental or vision.

Prescription drug coverage

Understanding Medicare drug payment stages

Your prescription drug costs change during the year, depending on which payment stage you are in. The payment stages usually start over on January 1 with the Annual Deductible stage and the dollar limits in each stage may change each year. The coverage limits are determined by benchmarks set by the Centers for Medicare & Medicaid Services (CMS).

Payment stages	Member typically pays	Plan typically pays	Stage limit
Annual deductible*	100% until you reach the plan deductible	0%	Varies by plan
Initial coverage	A copay or coinsurance	Balance after copay and coinsurance	Total drug costs reach \$5,030
Coverage gap	25% of your drug costs	5%-75%	Total out-of-pocket costs reach \$8,000
Catastrophic coverage	You pay \$0	Varies	Through the end of the plan year

*If your plan doesn't have a deductible, you skip this stage.



What's the difference between total drug costs and out-of-pocket costs?

Total drug costs

What you pay for prescription drugs each year, plus what your plan pays. Does not include your monthly plan premium.

Out-of-pocket costs

The total amount you pay for your covered prescription drugs, and any discounts paid by drug manufacturers while you are in the coverage gap. Does not include your monthly plan premium.

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If you get **Extra Help** from Medicare with your Part D costs, **the coverage gap doesn't apply to you.** Extra Help is a program for people with limited incomes who need help paying Part D premiums, deductibles and copays.

Prescription drug coverage defined

Pharmacy network

To receive benefits, you must use an in-network pharmacy and show your UnitedHealthcare member ID card. You may receive additional savings on your prescriptions by using a preferred retail pharmacy or by using the mail service pharmacy and having your medications delivered to your mailbox.

Drug list (formulary)

A formulary is a list of the drugs that a plan covers. See your enrollment guide to find the drug list.

Tiered formulary

Many plans use tiered formularies to group covered drugs according to cost. For example:

- Tier 1 Preferred generic drugs
- Tier 2 Generic drugs
- Tier 3 Preferred brand name drugs
- Tier 4 Non-preferred drugs
- Tier 5 Specialty drugs

Step therapy

One way UnitedHealthcare can help you save money on your prescriptions is by offering lower-cost drugs that can treat the same medical condition as your current brand name drugs. You may be asked to try one or more of these lower-cost drugs before the plan will cover the brand name drug you are currently taking.

Quantity limits

Some drugs have quantity limits, where the plan will cover only a certain amount of a drug for one copay or over a certain number of days. The limits may be in place to ensure safe and effective use of the drug. If your doctor prescribes more or thinks the limit is not right for your situation, you and your doctor can ask the plan to cover the additional quantity.

Prior authorization

Before the plan will cover certain drugs, it may need more information from your doctor to make sure the drug is being used correctly for a medical condition covered by Medicare. You may be required to try a different drug before the plan will cover the prescribed drug.

Asking for an exception

If you need a drug that's not currently covered by your plan, you may:

- Ask the plan to cover your drug even if it is not on the drug list. This is known as a formulary exception.
- Ask to waive coverage restrictions or limits on your drug. This is known as a utilization exception.

Coverage decisions

If your doctor has submitted an exception request on your behalf, generally the plan will make a decision within 72 hours. You can request an expedited, or fast, decision if you or your doctor believes your health requires it.



When it comes to Medicare, everyone has different needs

8 | Questions? Call UnitedHealthcare at 1-855-868-8374, TTY 711, 8 a.m.-8 p.m. local time, 7 days a week

An agent can help you take the next step today

UnitedHealthcare licensed sales agents are specially trained to provide personalized support, answers and advice that can help you choose a plan with confidence.

Ask your agent to help you:



Look up your providers, hospitals, specialists and clinics to make sure they're part of the large UnitedHealthcare provider network



Check your prescription medications to make sure they're included and help you understand your anticipated costs



Access additional services, including unique benefits available to UnitedHealthcare plan members



Find out if you're eligible for more benefits if you have certain medical conditions or qualify for both Medicare and Medicaid



Understand how a Medicare Advantage plan from UnitedHealthcare can work with the care you receive from the VA

Additional resources

In addition to your licensed sales agent, here are other resources that may be useful to you

Medicare Made Clear®

Medicare Made Clear is an educational program from UnitedHealthcare designed to help you learn all you need to know about Medicare so you can make informed decisions about your health and Medicare coverage. Find out more at **MedicareMadeClear.com.**

Medicare

Medicare Helpline

For questions about Medicare and detailed information about plans and policies available in your area, visit Medicare.gov or call Medicare at **1-800-633-4227,** TTY **1-877-486-2048,** 24 hours a day, 7 days a week (except some federal holidays).

Medicare & You

Official Medicare handbook for Medicare programs, updated each year. You can download a copy at **Medicare.gov** or call the Medicare Helpline to request a copy.

Online plan finders

For online tools to find and compare drug plans, Medicare Advantage plans and Medicare Supplement plans, go to **Medicare.gov.**

Social Security

Social Security Administration

Get answers to questions about Medicare eligibility and enrollment, Social Security retirement benefits or disability benefits. You can also ask about your eligibility for Extra Help. Call **1-800-772-1213**, TTY **1-800-325-0778**, 8 a.m.–7 p.m., Monday–Friday. Or go to **SSA.gov.**

Low-Income Subsidy (LIS)

Extra Help with prescription drug costs

"Extra Help" is a Medicare program to help people with limited income and resources pay Medicare drug coverage (Part D) premiums, deductibles, coinsurance, and other costs. To see if you qualify, visit **SSA.gov.**

Administration on Aging Eldercare locator

For help in finding local, state and community-based organizations that serve older adults and their caregivers in your area, call **1-800-677-1116,** TTY **711,** 8 a.m.–9 p.m. ET, Monday–Friday. Or go to **Eldercare.acl.gov.**

State resources

State Health Insurance Assistance Program (SHIP)

Your State Health Insurance Assistance Program offers free counseling and can help with questions about buying insurance, choosing a health plan and your rights and protection under Medicare.

ShipHelp.org

Verify that your providers and medications are covered

Although this section is optional, we encourage you to jot down the providers you see and the prescriptions you take so your sales agent can verify that they are covered by the plan.

First Name: ___

Providers		In Network (Yes/No)
Name	Specialty	Completed by Agent
(e.g., Dr. Jones)	(e.g., Primary Care Provider)	(Yes/No)

Prescriptions			Tier/Cost
Name	Dosage	How Often	Completed by Agent
(e.g., Lisinopril)	(XXmg)	(X tablet(s) per day)	(Tier 1/\$XX)

Why UnitedHealthcare?

Not all Medicare Advantage plans are the same. Many private insurance companies offer Medicare Advantage plans. Learn more about your plan choices from the nation's most chosen Medicare Advantage plan provider¹.

Reasons to choose UnitedHealthcare:

- 4 out of 5 members would recommend UnitedHealthcare Medicare Advantage to family and friends²
- UnitedHealthcare has more than 45 years of experience serving members
- Talk to a UnitedHealthcare Medicare Plan Expert for no cost. It's part of the UnitedHealthcare Right Plan Promise our commitment to helping you find the right plan for your needs.

Talk to a UnitedHealthcare Medicare Plan Expert or use our easy-to-use online shopping tools to help you find your new plan with confidence.



Or call toll-free at **1-855-868-8374**, TTY **711**, 8 a.m.–8 p.m. local time, 7 days a week. Se habla español.



Go online anytime to uhc.com/medicare.



From the UnitedHealthcare family of Medicare plans.

AARP | Medicare Plans





UnitedHealthcare® Medicare Advantage

¹Based on total plan enrollment from CMS Enrollment Data, May 2023

²Member recommendation based on Human8, May 2023

Medicare Plan Expert is a licensed insurance sales agent/producer. Provider network may vary by local market. The Right Plan Promise is our commitment to provide you with tools and agent/producer support to help you find a plan in UnitedHealthcare's Medicare plan portfolio that meets your needs. It is not a guarantee that UnitedHealthcare offers a plan that meets the needs of every consumer. Plan recommendations are based on the information that you provide regarding your health coverage needs. Requests to diserroll or change plans remain subject to applicable Medicare regulations and Federal and state laws/ regulations. Plans are insured through UnitedHealthcare Insurance Company or one of its affiliated companies, a Medicare Advantage organization with a Medicare contract. Enrollment in the plan depends on the plan's contract renewal with Medicare. UnitedHealthcare Insurance Company pays royalty fees to AARP for the use of its intellectual property. These fees are used for the general purposes of AARP. AARP and its affiliates are not insurers. You do not need to be an AARP member to enroll. AARP encourages you to consider your needs when selecting products and does not make specific product recommendations for individuals. AARP does not employ or endorse agents, producers or brokers. © 2023 United HealthCare Services, Inc. All Rights Reserved.

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