

Health Care

- ✓ Health care options
- ✓ PEBB general details
- ✓ PEBB pre-Medicare details
- ✓ Medicare details
- ✓ PEBB Medicare details

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Before Losing District Coverage

- ✓ 55,000 mile check up
- ✓ Elective surgery
- ✓ Dental work
- ✓ Glasses
- ✓ Hearing test

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Options for Medical Coverage

- ✓ Open market—blocked from PEBB forever
- ✓ employer-sponsored*—through spouse or own employment
- ✓ COBRA*—to bridge gap—up to 18 months—pre-Medicare only
- ✓ Health Benefit Exchange*—pre-Medicare only
- ✓ PEBB (Public Employees Benefits Board)—resident dependent

*Submit PEBB application indicating deferment of PEBB to maintain option to enroll in PEBB in the future.

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PEBB Retiree Eligibility

- ✓ Plans 1 & 2--must retire
- ✓ Plan 3
 - Retire
- OR
- Sever employment--at least 55 years old with 10 SCY

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PEBB Dependent Eligibility

- ✓ Lawful spouse or qualified domestic partner
- ✓ Children through age 26
- ✓ Disabled children whose disability occurred before age 26

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PEBB Enrollment Requirements

- ✓ Enroll or defer within 60 days after current insurance ends
- ✓ Medical coverage required
- ✓ Dental coverage optional
 - Two year minimum enrollment
 - No "dental only" option
- ✓ Dependents must enroll in same coverage as retiree

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PEBB Enrollment Procedure

- ✓ Complete PEBB application (Form A)
- ✓ Complete other required documents as needed
- ✓ Submit within 60 days of the last day of district/current coverage
- ✓ Arrange for premium payment
 - Retiring—state benefit check
 - Severing—check or electronic transfer

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PBM for Medicare
 Medical Providers
 - vision - all plans
 - hearing - all plans
 - prescriptions - all plans
 See Summary of Benefits online for
 more details

Changing Coverage

- ✓ Open enrollment (October-November)
- ✓ Moving out of area of coverage
- ✓ Change in family status
- ✓ Eligible for federal program status
- ✓ Eligible for Medicaid

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[illegible]

PEBB Pre-Medicare Providers Resident Dependent	
<u>Medical</u>	<u>Dental</u>
❖ Kaiser WA—(HMO)	❖ Willamette Dental— (HMO)
❖ Uniform Medical Plan (UMP)—(PPO)	❖ DeltaCare—(HMO)
	❖ Uniform Dental Plan (UDP)—(PPO)

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PEBB Pre-Medicare Medical Providers

- ❖ preventative services—all plans
- ❖ vision—all plans
- ❖ hearing—all plans
- ❖ prescriptions—all plans

See “Summary of Benefits” online for more details

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PEBB Pre-Medicare Medical Providers

- ❖ preventative services—all plans
- ❖ vision—all plans
- ❖ hearing—all plans
- ❖ prescriptions—all plans

See “Summary of Benefits” online for more details

PEBB Pre-Medicare Medical Providers

Uniform Medical Plan (UMP)	Kaiser WA
PPO	HMO
Self-directing care	Primary care physician directed care
Worldwide	Limited geography within Washington
Administered by Regence	

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PEBB Pre-Medicare Medical Providers

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PPO	HMO
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PEBB Dental Providers

Uniform Dental	Willamette Dental DeltaCare
PPO	HMO
Self-directing care	Primary care dentist directs care.
Worldwide	Limited geography within Washington
Administered by Delta Dental of Washington	

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PEBB Dental Providers

Uniform Dental	Willamette Dental DeltaCare
PPO	HMO
Self-directing care	Primary care dentist directs care.
Worldwide	Limited geography within Washington
Administered by Delta Dental of Washington	

PEBB Pre-Medicare Providers

Kaiser WA

- Classic
- Value
- Consumer Directed Health Plan (CDHP)
- SoundChoice (King, Snohomish, Pierce, Thurston)

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PEBB Pre-Medicare Providers

Uniform Medical

- Classic
- Consumer Directed Health Plan (CDHP)
- UMP Plus options
 - UW Medicine Accountable Care Network (Grays Harbor, King, Kitsap, Pierce, Skagit, Snohomish, Spokane, Thurston)
 - Puget Sound High Value Network (Chelan, Douglas, Grays Harbor, King, Kitsap, Pierce, Snohomish, Thurston, Yakima)

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PEBB Pre-Medicare Medical Providers

Classic/Value/Plus/ SoundChoice	CDHP*
Premiums	Premiums
Annual deductible	Annual deductible
Out-of-pocket maximums	Out-of-pocket maximums
	Health Savings Account

*Consumer-directed health plan

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CDHP Health Savings Account

- ✧ Portion of premium goes into HSA
- ✧ Can add more
- ✧ Qualified medical expenses (not premiums)
- ✧ Beneficiary
- ✧ Debit card
- ✧ Funds carry over from year to year

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CDHP and VEBA

VEBA account must be

- ✧ identified as limited purpose account
- ✧ used for qualified medical expenses
 - basic dental
 - basic vision
 - Orthodontia

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Medicare

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How Medicare Works

- ❖ Only three relevant parts (A, B, and D)
- ❖ No coverage outside the United States
- ❖ Secondary coverage if still working

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Medicare Part A

- ❖ Inpatient hospital care
- ❖ Certain follow-up services
- ❖ Paid for through FICA deductions while working
- ❖ Co-pays depending on the service
- ❖ \$1408 deductible per benefit period for 2020

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Medicare Part B

- ❖ non-hospital services for diagnosis and treatment
 - Doctors' services
 - Outpatient hospital services
 - Clinical lab tests
 - Preventative services
- ❖ About 80% of cost for proved procedures
- ❖ Monthly premium— \$144.60 per month for most new enrollees
- ❖ \$198 deductible

2020

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Higher Premiums for People with Higher Incomes

Modified adjusted gross income (MAGI)		Part B (2020)	Part D (2019)
single	filing jointly	Standard +	
\$87,000-\$109,000	\$174,000-\$218,000	\$57.80	\$12.40
\$109,000-\$136,000	\$218,000-\$272,000	\$144.60	\$31.90
\$136,000-\$163,000	\$272,000-\$326,000	\$231.40	\$51.40
\$163,000-\$500,000	\$326,000-\$750,000	\$318.10	\$70.90

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Medicare Part D

Drug coverage

- ❖ Additional purchase
- ❖ \$10-\$100+ per month
- ❖ Cost dependent on drugs covered
- ❖ Requirement if prescription coverage not included in supplementary/secondary insurance

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Health Insurance at 65

- ❖ Sign up for an employer-sponsored plan.
 - District coverage
 - Spouse's plan provided spouse is actively employed
- ❖ Enroll in Medicare and purchase additional policy.
 - Enroll in a medical plan offered by PEBB.
 - Purchase a private plan from the open market.

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Health Insurance at 65

<u>Medicare</u>	<u>Supplement</u>
❖ primary insurance	pays most of what
❖ covers about 80% of approved Part B procedures	Medicare does not pay for approved procedures

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Applying for Medicare Benefits

- ❖ 65 or older
- ❖ No more than 90 days before starting date
- ❖ If you have other qualified coverage:
 - Part A may be supplementary.
 - Parts B and D may not be needed.
 - Contact Medicare to delay Parts B and D.

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Consequences of not applying at 65

No penalty	Penalty
Proof of continuous coverage for BOTH Part B—spouse or employer coverage AND Part D—any plan	No proof of continuous coverage OR the wrong type of coverage

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If you are already on Social Security

- ❖ Medicare may contact you.
- ❖ Part B premium can be deducted from Social Security benefit check.

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If you are not on Social Security

- ❖ You may need to contact Medicare.
- ❖ The enrollment window runs 3 months before your 65th birthday month, your birthday month, and 3 months after your birthday month.
- ❖ Part B premium will be paid directly to Medicare.

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PEBB Medicare Providers Resident Dependent

Medical

- Kaiser WA—(HMO)
- Uniform Medical Plan (UMP)—(PPO)
- United Health Care (UHC) PEBB Balance
- United Health (UHC) Care PEBB Complete
- Plan G—(supplement)

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PEBB Medicare Medical Providers			
	Type	Medicare approved procedures	Coverage area
UMP	PPO	yes + more	Worldwide
Kaiser WA	HMO	yes + more	State region specific
UHC Balance	PPO	yes + more	Nationwide
UHC Complete	PPO	yes + more	Nationwide
Plan G	Supplement	yes	Nationwide

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PEBB Medicare Medical Providers			
	Coverage for in-network vs out-of-network	Prescriptions, vision, hearing	Part D drug card
UMP	Higher in-network	yes	Not needed
Kaiser WA	Only if referred	yes	Not needed
UHC Balance	No difference	yes	Not needed
UHC Complete	No difference	yes	Not needed
Plan G	N/A	no	Needed

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PEBB Medicare Medical Providers			
	Medicare premium	PEBB premium	Part D premium
UMP	yes	yes	no
Kaiser WA	yes	yes	no
UHC Balance	yes	yes	no
UHC Complete	yes	yes	no
Plan G	yes	yes	yes

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PEBB Dental Providers

<u>Uniform Dental</u>	<u>Willamette Dental DeltaCare</u>
PPO	HMO
Self-directing care	Primary care dentist directs care.
Worldwide	Limited geography within Washington
Administered by Delta Dental of Washington	

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Medicare and CDHP

- Must leave CDHP plan as soon as eligible for Medicare
- Can now use HSA to pay for Medicare premiums

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Medicare and VEBA

- Remove limited purpose designation from VEBA account
- Can now use VEBA funds to be reimbursed for some premiums

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PEBB Enrollment Procedure
Medicare

If you are already enrolled in PEBB

- Send copy of Medicare card to PEBB
- Give PEBB the date you are eligible for Medicare
- Request PEBB to lower your premium to Medicare rates

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PEBB Enrollment Procedure
Medicare

If you are not already enrolled in PEBB

- Complete PEBB application (Form A)
- Complete other forms as needed
- Submit within 60 days of the last day of district/current coverage

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