

2024 Retiree Medicare and SCHOOLCARE 65+ Plan Presentation

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This is the SCHOOLCARE 65+ benefit presentation for retirees.

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This presentation covers Medicare basics and details for the SCHOOLCARE health plan options. You have many options for Medicare supplement plans so we'd like to review a few reasons why you might choose SCHOOLCARE 65+. We'll then review the next steps for enrollment and as always, your SCHOOLCARE resources.

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Medicare is a federal health insurance program administered by the Centers for Medicare and Medicaid Services or CMS. It is made up of 4 parts; A, B, C, and D. Medicare has its own eligibility you must meet to qualify; You need to be 65 years old, or you qualify based on disability or other special situation and you are a US citizen or legal resident who has lived in the US for at least 5 consecutive years.

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Medicare has 3 enrollment periods. The first is your Initial Enrollment Period or IEP. This is made up of the 3 months prior to your 65th birth month, your birth month, and the 3 months after your birth month. There are no penalties if you enroll during this time. The next period is called the Special Enrollment Period or SEP. This is for people who are over the age of 65 but still covered under an employer-sponsored plan. This period runs for 8 months after the termination of your benefits due to retirement. There are also no penalties for enrolling during this time.

Please note: If you or your spouse are under the age of 65, you will remain enrolled in the SCHOOLCARE/Cigna plan until age 65 or Medicare eligible.

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The 3rd period for enrollment is called the General Enrollment Period, or GEP. This period runs annually from January 1st through March 31st and is for individuals who are not eligible for either an IEP or SEP. Coverage would begin the first of the month following the enrollment date.

There are a few potential penalties you may incur if you do not enroll at the correct time. There is a 10% penalty imposed for each year an individual was eligible for Medicare Part B but was not insured under any plan. Also, there is a 1% penalty of the national base beneficiary premium imposed for each month an individual was eligible for Medicare Part D but was not insured under any plan. This is referred to as the Late Enrollment Penalty.

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When eligible, you first need to enroll into what is considered Original Medicare, made up of Parts A and B. Part A helps pay for hospital stays and inpatient care. Part B helps pay for doctor visits and outpatient care. Part A has no premium cost to the participant and Part B's standard premium for 2024 is \$174.70 per person per month. This could be higher due to your income.

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The expenses that you may incur under both Parts A and B include the following. There is a \$1,632 Part A

deductible for 2024 that you incur per benefit period when admitted into the hospital. For any hospital stay longer than 60 days, you also would pay \$408 per day from days 61-90 and \$816 per day after day 90. There is a \$240 Part B deductible for 2024 and you also pay 20% for any medical costs after you reach that deductible. There is no coverage outside of the US under Medicare so you would pay all costs for care outside of the US. In addition, Medicare does not provide self-administered prescription drug coverage.

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Now that you understand the deductibles and coinsurance under Medicare Parts A and B, the next step is to choose coverage to fill in those gaps. The first option would be to choose a Medicare Advantage Plan, also known as Part C. These plans are offered by private companies and combine Part A and B into 1 plan. It usually covers Part D as well, for prescription drug coverage. Medicare Advantage plans also provide additional benefits and services not covered by Original Medicare.

Your second option would be to enroll in both a supplement plan and a Medicare Part D plan. Both supplements and Part D plans are offered by private companies. Supplement plans help pay for some of your out-of-pocket costs associated with Original Medicare, and Part D plans help pay for your prescription drugs.

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This brings us to the SCHOOLCARE 65+ retiree health plan offerings. First, we present our custom designed group SCHOOLCARE 65+ Advantage plan offered in partnership with United Healthcare. United Healthcare is the only 5-star rated carrier for Advantage plans. They have expansive benefits offered across the country and include a prescription drug plan. The plan offers a retiree-focused wellness program. There is a dedicated United Healthcare team for all SCHOOLCARE retirees to help answer questions. The cost for the plan is \$318 per person per month through December 31, 2025. Under this plan your Medicare Parts A and B are secondary.

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Now let's look at how the coverage of the plan works. Your Medicare Advantage plan with SCHOOLCARE will cover all the Part A benefits – inpatient hospital, skilled nursing and home health, all the Part B benefits – doctor office visits, outpatient care, and labs, Part D – prescription drug coverage, as well as offer additional benefits and programs beyond Original Medicare. You will continue to retain all the rights and privileges of Medicare, but your benefits and claims will be processed by United Healthcare. And there are no deductibles on the plan and no out of pocket maximum.

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The SCHOOLCARE 65+ Medicare Advantage plan includes Part D prescription drug coverage. The plan also includes coverage for all Medicare covered services as well as an eyewear benefit, hearing aid allowance, and numerous other benefits.

There is no referral needed to see a specialist.

Your Medicare Advantage plan is considered a National PPO plan. What that means to you is you can utilize doctors, clinics and hospitals across the United States and the US Territories for the same cost share - whether the provider is in the UHC provider network or is out-of-network, as long as they participate in Medicare.

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All medical services both in and out of network have \$0 copays. This includes your primary care visits, specialists, urgent care and emergency rooms, in-patient stays etc. And there is no copay for a virtual

medical visit.

Finally, please note that Emergency Room and Urgent Care services are covered worldwide!

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The plan also covers preventive screens with no copay. Some of the preventive services that are covered by the plan are an annual physical, an annual wellness visit, immunizations, and cancer screenings.

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The SCHOOLCARE 65+ Advantage Plan as indicated early in the presentation includes additional features and benefits. The vision benefit includes a routine eye exam every 12 months, and a \$100 allowance toward eyeglasses or contacts every 12 months. The program uses the United Healthcare provider network for exams.

The hearing benefit includes a \$500 hearing aid allowance every 3 years when you use a United Healthcare hearing provider. This includes both prescription and non-prescription hearing aids! There are hundreds of styles and brands to choose from and savings of 50-80% when you use a United Healthcare provider. To get started, visit the UHChearing.com/retiree website, or call 1-866-445-2071 **before** going to your local provider.

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Continuing with additional features and benefits ...

The SCHOOLCARE 65+ Advantage Plan includes a Personal Emergency Response System offering your link to greater peace of mind and independence. It is a wearable pendant or bracelet by Lifeline which will alert others if you require assistance, just by pressing a button. The program is included with your coverage from United Healthcare at no additional cost.

United Healthcare HouseCalls brings a healthcare practitioner to your home to perform a head-to-toe exam, review your health history and current medications with you, help identify health and safety concerns, and provide health education. The visits last up to an hour and the results are provided to you to discuss with your doctor.

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The plan also provides support and assistance on demand with two options. These include 24/7 Nurse Support to speak with a registered nurse, and virtual care for both medical and behavioral health. The 24/7 Nurse Support can help you choose the best option for your care, assist in finding a doctor or hospital, and help with understanding your diagnosis and treatment options. Virtual care is available for minor health concerns including allergies, colds and coughs, fever, flu and other illnesses. Behavioral health visits are also available virtually to help with depression, trauma and loss, medication management or addiction. There is no cost for either program.

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You also have retiree-focused wellness benefits.

There are several ways to keep fit and healthy. Rally Coach offers several programs to help achieve your health goals using wellness courses and personalized coaching support that meets your needs.

Renew Active offers a FREE gym membership at a participating gym of your choice, thousands of on-

demand workout videos, social activities, wellness classes, a brain-health program and much more.

Rewards in the form of a visa gift card are also provided when participating in certain wellness activities and preventive care screenings.

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And last but not least, there's Let's Move, a program to help you eat well, get fit, find support for your mental health and connect with others through local and online events, classes and volunteering.

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Now we'll review the prescription drug benefit. First, it may be helpful to understand the stages of any Medicare-based drug coverage. In the Initial coverage stage you pay a copay or coinsurance, and the plan pays the rest. When the total of drug costs reaches \$5,030, you then enter what Medicare refers to as the Coverage gap stage. The SCHOOLCARE 65+ Advantage plan benefit provides protection so that you will continue to pay your initial copays or coinsurance during this stage. If you reach a total of \$8,000 of out-of-pocket costs for prescriptions, you will then be in the Catastrophic stage. In this stage you will not pay any out of pocket for the rest of the plan year. So even though your coverage may pass through different stages as defined by Medicare, your copays will remain the same or zero throughout.

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Let's further explore the specifics of the SCHOOLCARE 65+ Advantage prescription drug coverage. Covered drugs are organized in tiers. Each tier has a different cost associated with it.

Tier 1 consists of preferred generic drugs, and are covered at a \$10 copay for a 31 day supply or \$15 copay for a 90 day mail order supply through OptumRx Mail Order.

Tier 2 consists of preferred brand drugs, and are covered at a \$30 copay for a 31 day supply or \$45 copay for a 90 day mail order supply through OptumRx Mail Order.

Tier 3 consists of non-preferred drugs, and are covered at a \$40 copay for 31 day supply or \$60 copay for a 90 day mail order supply through OptumRx Mail Order.

Tier 4 consists of specialty drugs, and are covered at a 12% coinsurance for 31 day supply or 12% coinsurance for a 90 day mail order supply through OptumRx Mail Order.

These costs reflect the amount you would pay during the Initial Coverage Stage as well as the Coverage Gap Stage.

When and if you reach the Catastrophic Coverage stage as previously explained, you would pay zero for the rest of the year.

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Now the details of the SCHOOLCARE 65+ Traditional Medicare Supplement Plan. Medicare Parts A and B would be your primary insurance.

SCHOOLCARE 65+ Traditional is secondary coverage and supplements Medicare. This plan is a Medicare Plan G and is provided in partnership with United American.

The monthly cost for the SCHOOLCARE 65+ Traditional plan is \$187 per person per month.

Please note this plan does **NOT** include a Part D Prescription Drug plan.

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Now for some specifics on the coverage components of the SCHOOLCARE 65+ Traditional Supplement Plan.

As you can see from the last column on the right, there are relatively low costs to be incurred if you're on this plan, noting that Medicare Part A coverage, for inpatient care, is comprehensive. You can expect to have no out of pocket costs for Part A Services, with the exception of skilled nursing care beyond 100 days and hospice care for outpatient drugs and inpatient respite care.

When it comes to Part B services or out-patient care including blood transfusions, lab services and durable medical equipment, you can expect to pay the Part B Deductible, which is \$240 for 2024. This is an annual deductible. It is reflected multiple times on this chart because it can be made up of billing for more than one service shown in the chart, but never exceeding \$240 total in 2024.

And lastly, foreign travel. As you can see, Medicare does not provide coverage for foreign travel, the SCHOOLCARE 65+ Traditional Plan G includes a foreign travel rider. If you incur expenses while you're traveling outside the U.S., you will pay the first \$250 deductible then you pay 20% of the charges while the plan pays 80% up to a maximum of \$50,000 payment per lifetime. Any cost over that amount would be the responsibility of the patient.

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Let's recap the SCHOOLCARE 65+ plan options by reviewing the two plans. The first column provides a description. Please note the differences in the amount you can expect to pay, in the two columns on the right.

The SCHOOLCARE 65+ Advantage plan through United Healthcare is highlighted in blue. This plan option is the most comprehensive and provides enhancements such as no requirement for a prior hospital stay before skilled nursing care, podiatry, hearing aids, unlimited foreign travel benefit and prescription drug coverage. In addition, you should note there is no cost to you for services subject to the Medicare Part B deductible.

The SCHOOLCARE 65+ Traditional plan through United American is highlighted in green. This is a Medicare Plan G. Retirees enrolled in this plan are financially responsible for the annual Medicare Part B deductible of \$240 in 2024. In addition, foreign travel coverage is limited to Emergency care only, and has a \$50,000 lifetime max benefit, as well as a \$250 deductible and then 20% coinsurance dynamic for any claims. There is no prescription drug coverage associated with this plan. Retirees who enroll in this plan should also enroll in a Medicare Part D prescription plan at [medicare.gov](https://www.medicare.gov).

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Here is a summary of the enhanced benefits of the SCHOOLCARE 65+ Advantage Plan. Coverage includes annual routine physical, and hearing and eye exams at no cost. The Advantage plan pays \$100 towards eyeglasses or contact lenses every 12 months. The Healthy at Home program provides 28 meals, 12 rides and 6 hours of in-home personal care up to 30 days following inpatient stays. A Personal Emergency Response System through Lifeline is included as well as Rally Coach programs. Renew Active Fitness Program pays for a standard membership at participating gym locations.

The premium cost for our SCHOOLCARE 65+ Advantage Plan is \$318.00 per person per month.

The SCHOOLCARE 65+ Traditional Supplement Plan is \$187.00 per person per month.

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We know you have many options for retiree coverage so we'd like to cover some reasons for why you might choose to enroll in one of the SCHOOLCARE 65+ plans. First, SCHOOLCARE offers comprehensive coverage at competitive group rates, rather than individual age-based rates you might pay elsewhere.

The SCHOOLCARE 65+ Advantage Plan offers prescription drug coverage that exceeds the Medicare Part D standards of creditability. The prescription coverage has a broad formulary covering many medications excluded by Medicare Part D, along with a nationwide pharmacy network.

We also hope you find it valuable that you can turn to SCHOOLCARE staff whenever you have any questions or concerns. We pride ourselves on being accessible and knowledgeable in our programs so we can provide you with individualized support and service.

Finally, enrollment in all SCHOOLCARE plans includes Identity Fraud Reimbursement coverage. Hopefully you will never need this coverage, but it sure can be helpful if you ever find yourself needing this benefit.

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When enrolling on either of the SCHOOLCARE 65+ Plans, you will need to provide a copy of your Medicare card showing both coverage for Medicare Parts A and B. Upon completion of the form, it should be signed, dated and returned to SCHOOLCARE at least 15 days prior to your requested effective date.

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SCHOOLCARE offers a variety of payment options.

If you receive a NH Retirement System pension, then you can authorize the monthly cost to be deducted from this monthly pension, by filling out the NHRS Annuity Deduction Form.

You also have the option to pay your monthly invoice with a check or set up recurring payments from your credit card or ACH from a checking account.

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There are several resources available to support you in making coverage decisions.

First, you certainly have us here at SCHOOLCARE. You can visit our website for plan information at www.schoolcare.org/medical-sc65. You can also call us at 603-836-5031. For Benefit Information Press 3, or for Eligibility and Enrollment Information, Press 1.

United Healthcare can be reached by calling 866-207-2262 or by visiting their website for the SCHOOLCARE 65+ plan at www.retiree.uhc.com/schoolcare.

United American can be reached by calling 800-331-2512 or by visiting their website at www.unitedamerican.com.

Medicare can be reached by calling 800-633-4227 or by visiting their website at www.medicare.gov.

Finally, Service Link can also be a helpful resource in making a decision about your coverage options. They can be reached by calling 866-634-9412 or by visiting their website at www.servicelink.nh.gov.

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Thank you so much for taking the time to learn more about the SCHOOLCARE 65+ retiree health benefit plans. Please feel free to call our office at 603-836-5031 if you have any questions. Take good care.