

# **Montgomery County Retired Employees' Association (MCREA) Annual Meeting June 14, 2017**

Presented by

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**MCREA Annual Meeting**

Office of Human Resources, Montgomery County Government

# In This Presentation

- New for Retirees: Change Your Benefits at Any Time
- High Option Prescription vs. Standard Prescription Plans



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# New for Retirees: Change Your Benefits at Any Time

- Communicated this during the Annual Open Enrollment Materials
  - May Newsletter
  - Postcard
  - This annual meeting
- Why?
  - Retirees pay for insurance on a post-tax basis
  - IRS rules don't apply
  - We were allowing retirees to make changes throughout the year
  - Open the "Oracle" system
  - Created confusion, sense of urgency – for no real reason.



# New for Retirees: Change Your Benefits at Any Time

- There will be no annual open enrollment period for retirees.
- 60-day rule still applies if you have a qualifying event
  - New baby
- Forms have to be received by the 10<sup>th</sup> of the month to be effective the 1<sup>st</sup> of the following month.
  - *Example:* Form received by July 10<sup>th</sup> – Changes will be effective August 1<sup>st</sup>.
  - *Example:* Form received by July 11<sup>th</sup> – Changes will be effective September 1<sup>st</sup>.



# New for Retirees: Change Your Benefits at Any Time

## What will retirees receive?

- A letter in late November/early December that will outline any changes to plans.
- A rate sheet for their specific, current cost share (*we did this last year*).
- A confirmation of elections for 2018 plan year (January – December).
- No plan changes expected for 2018 at this time.



# New for Retirees: Change Your Benefits at Any Time

How do you make changes?

- Complete a retiree group insurance election form.
  - Available on-line
  - Call OHR MC311 Customer Care Center (240-773-6471)
  - Stop by our office on the 7<sup>th</sup> Floor of the EOB (8 a.m. – 5 p.m., Monday through Friday)
- Mail it, fax it, or drop it off.
- Adding any new dependents, be sure to include appropriate documentation.



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# High Option Prescription vs. Standard Prescription Plan

- **Both plans cover the SAME drugs.**
- The difference in the plans is how you pay for them.
- High Plan = higher premium, lower copayments
  - County only contributes the premium towards the Standard Plan, retirees pay the full price difference between the plans.
  - Two Tier Plan
    - \$5 copayment = Generics
    - \$10 copayment = Brand Name Drugs



# High Option Prescription vs. Standard Prescription Plan

- Standard Plan = lower monthly premium, higher copayments
  - Annual \$50 deductible (family, not individual)
  - Three Tier Drug Plan
    - \$10 = Generics
    - \$20 = Formulary Drugs
    - \$35 = Brand Name Drugs



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# High Option Prescription vs. Standard Prescription Plan

	Non-Medicare <b>Monthly</b> Savings	Medicare <b>Monthly</b> Savings	Split Rate <b>Monthly</b> Savings
Self	\$ 181.41	\$ 221.46	\$ 375.71
Self+1	\$ 335.66	\$ 442.96	\$ 161.07
Family	\$ 521.95	\$ 664.42	\$ -

	Non-Medicare <b>Annual</b> Savings	Medicare <b>Annual</b> Savings	Split Rate <b>Annual</b> Savings
Self	\$ 2,176.92	\$ 2,657.52	\$ 4,508.52
Self+1	\$ 4,027.92	\$ 5,315.52	\$ 6,722.40
Family	\$ 6,263.40	\$ 7,973.04	\$ -



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