

Montgomery County Retired Employee's Association (MCREA) Meeting October 12, 2022

Presented by

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MCREA Annual Meeting

Office of Human Resources, Montgomery County Government

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Rates for Calendar Year 2023

- Rates will be available on the retiree web-site
- Medical Plans
 - Indemnity – 0%
 - CareFirst High and Standard Option – 1.7%
 - Kaiser Non-Medicare – 7.0%, Kaiser Medicare - **-3.1%**
 - UHC – 1.7%
- 12% Prescription Drug Increase
 - No increase in RX for past 3 years
- Dental Plan – 0%



Last 8 Years of Premium Increases

	2014-2015 % Increase	2015-2016 % Increase	2016-2017 % Increase	2017-2018 % Increase	2018-2019 % Increase	2019-2020 % Increase	2020-2021 % Increase	2021-2022 % Increase	2022-2023 % Increase
Carefirst High Option POS	11.2%	0.4%	1.3%	5.8%	8.4%	0.0%	0.0%	9.0%	1.7%
CareFirst Standard Option POS	11.2%	0.4%	1.3%	5.8%	8.4%	0.0%	0.0%	9.0%	1.7%
Kaiser Permanente	1.1%	2.6%	4.4%	3.3%	7.8%	2.0%	-2.5%	5.6%	7.0%
UHC Select HMO	0.8%	7.3%	1.4%	3.2%	7.1%	0.0%	0.0%	5.8%	1.7%
Cigna Dental PPO	0.8%	0.0%	0.0%	0.0%	0.0%	6.6%	9.8%	5.7%	0.0%
Cigna Dental DMO	-4.3%	0.0%	0.0%	0.0%	-9.5%	0.0%	0.0%	0.0%	0.0%
EyeMed Vision	0.8%	0.0%	0.0%	0.0%	0.0%	9.6%	18.5%	-1.4%	0.0%
Caremark Standard Option	3.7%	30.8%	0.0%	10.8%	8.4%	0.0%	0.0%	0.0%	12.0%
Caremark High Option 4/8	23.3%	30.5%	0.0%	5.5%	5.9%	0.0%	0.0%	0.0%	12.0%
Caremark High Option 5/10	23.3%	30.5%	0.0%	5.5%	5.9%	0.0%	0.0%	0.0%	12.0%



30% Cost Share

Plans	Tiers	Non-Medicare 30% Cost Share 2023 Monthly Difference	Medicare 30% Cost Share 2023 Monthly Difference	Split Rate 30% Cost Share 2023 Monthly Difference
Indemnity	Self	\$0	\$0	\$0
	Self + 1	\$0	\$0	\$0
	Self + Family	\$0	\$0	\$0
Carefirst High Option	Self	\$3.50	\$1.88	N/A
	Self + 1	\$6.05	\$3.50	\$4.44
	Self + Family	\$10.20	\$3.89	\$8.58
Carefirst Standard Option	Self	\$3.26	\$1.76	N/A
	Self + 1	\$5.63	\$3.25	\$4.14
	Self + Family	\$9.48	\$3.61	\$8.00
Kaiser	Self	\$13.70	(\$3.03)	N/A
	Self + 1	\$25.76	(\$6.07)	\$9.02
	Self + Family	\$40.55	(\$9.30)	\$23.82
United HealthCare	Self	\$2.87	\$1.54	N/A
	Self + 1	\$5.51	\$3.15	\$4.18
	Self + Family	\$8.76	\$5.00	\$7.44
Standard Prescription	Self	\$7.53	\$9.08	N/A
	Self + 1	\$13.92	\$18.16	\$15.48
	Self + Family	\$21.58	\$27.23	\$23.13



CareFirst / John Hopkins Issue

- Carefirst understands people may have concerns about what has happened. CareFirst is here to support, and has provided, the following resources:
- Dedicated call center **833-378-2110**
- Members can view up-to-date lists of providers who participate in a CareFirst network on our site here carefirst.com/doctor or select a new provider online through My Account.
- If a member would like to connect with their dedicated support team, they can call the number on the back of their member ID card or their virtual member ID card that can be accessed in My Account.



CareFirst / John Hopkins Issue

- CareFirst Point of Service Plans provide Out-of-Network Benefit
 - \$300/Individual Deductible - \$600/ Family Deductible
 - 80/20 Cost Share
- CareFirst Indemnity Plan
 - No network benefit, however retirees may be balanced billed for any portion that is not covered by insurance.
- United HealthCare participates with Johns Hopkins
- No open enrollment, retirees allowed to make changes throughout the year.



Elimination of High Rx Plan

- **IAFF Retirees Only** – 96 *Identified*
 - Only those retirees that retired AFTER 1/1/2011 can be identified by union affiliation
- Coverage will be moved to Standard Prescription Plan effective January 1, 2023
- Any retirees that aren't moved automatically can elect to move to the standard plan.
 - All retirees can make changes each month. Forms received by the 10th of the month are effective the 1st of the following month.



Reminders

- 2023 Fact Sheets will be mailed around Thanksgiving.
- No Open Enrollment for Retirees (this is not new).
- Changes received by the 10th of the month are effective the 1st of the following month. Saturday, December 10th = Effective January 1, 2023
- Enrollment in Medicare when eligible is required.
 - Health Insurance Team needs copies of Medicare Card.



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Retiree Virtual Office Hours

- Moved to the 1st Thursday of each month from 3:00 – 4:00 p.m.
- High attendance initially, but attendance waned and the same 2 retirees were attending weekly.
- Required 3 HIT members to man office hours.
- Possibility of having virtual appointments with team members.
 - Currently doing this as part of open enrollment and is working well.



What Is Medicare?

Medicare is the federal program which acts as the primary insurer for eligible retirees and their dependents. The County's medical plans act as the secondary insurer for Medicare eligible individuals.

Medicare Parts A ([hospital](#)) & B ([medical](#)) are required for full coverage if retired and Medicare eligible due to:

- Age (at age 65),
- Disability (at any age) or
- ESRD (End Stage Renal Disease)



What Is Medicare? (Cont.)

- **Part A (Hospital Insurance)** covers most medically necessary hospital, skilled nursing facility, home health and hospice care. It is free if you have worked and paid Social Security taxes for at least 40 calendar quarters (10 years); you will pay a monthly premium if you have worked and paid taxes for less time.
- **Part B (Medical Insurance)** covers 80% of most medically necessary doctors' services, preventive care, durable medical equipment, hospital outpatient services, laboratory tests, x-rays, mental health care, and some home health and ambulance services. You pay a monthly premium for this coverage and it is required if you want to receive benefits from your County medical plan.
 - *Without Part B, member will be responsible for approximately 80% of claim costs that Part B would have covered.*
 - *You cannot continue in the Kaiser plan unless you elect Part B and enroll in the Kaiser Medicare Plus Plan.*
- **Part D (Prescription)** is required if enrolled in the County's prescription drug plan. The County's prescription plan works together with Medicare Part D to maintain your current coverage level; this process is administered through SilverScript.
 - Enrollment in Part D is automatic. You should not elect a separate Medicare Part D plan if enrolled in the County's prescription plan.
 - SilverScript does not apply to Kaiser participants.



When Do You Need to Apply?

Medicare Parts A and B

- **Active Employees** and their covered dependents do not need to enroll in Medicare Parts A or B when they become eligible due to age (65) or disability (at any age). Your County medical plan will continue as primary coverage, for as long as you are an active employee.
- **Retiring Employees** and/or their covered dependents who are eligible for Medicare due to age (65) or disability (at any age), when you retire, will be given the “Request for Employment Information” Medicare form to enroll in Medicare Parts A and B effective on your retirement date. At that time, Medicare Parts A and B becomes primary and the County’s medical plan becomes a secondary policy to Medicare.
- **Retired Employees and Their Covered Dependents Approaching age 65** should contact the Social Administration three months prior to their 65th birthday, to initiate enrollment in Medicare Parts A and B. The County will send a courtesy letter to retirees and their eligible spouse, reminding you to enroll in Medicare Parts A and B. Medicare enrollment must be effective on the first day of the month that you and your spouse turn age 65. At that time, Medicare Parts A and B becomes primary and the County’s medical plan becomes a secondary policy to Medicare.

IMPORTANT: *If you or your covered dependents do not apply for Medicare when eligible, you may be charged premium penalties assessed by the Social Security Administration.*



Health Insurance: Your Options When You Retire
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Medicare Parts A and B:

Part B Premiums Are Based on Income

If your filing status and yearly income in 2020 was...

Your “Adjusted Gross Income” is located on line 11 on your Form 1040.

Individual Tax Return	Joint Tax Return	Married and Separate Tax Return	You Pay each month (2022)
\$91,000 or less	\$182,000 or less	\$91,000 or less	\$170.10
above \$91,000 up to \$114,000	above \$182,000 up to \$228,000	Not applicable	\$238.10
above \$114,000 up to \$142,000	above \$228,000 up to \$284,000	Not applicable	\$340.20
above \$142,000 up to \$170,000	above \$284,000 up to \$340,000	Not applicable	\$442.30
above \$170,000 and less than \$500,000	above \$340,000 and less than \$750,000	above \$91,000 and less than \$409,000	\$544.30
\$500,000 or above	\$750,000 and above	\$409,000 and above	\$578.30



Health Insurance: Your Options When You Retire

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Medicare Part D: SilverScript and IRMAA

Medicare charges high income retirees the Income Related Monthly Adjustment Amount (IRMAA) because the SilverScript Plan is a Part D plan. If your filing status and yearly income in 2020 was...

Individual Tax Return	Joint Tax Return	Married and Separate Tax Return	You Pay each month (2022)
\$91,000 or less	\$182,000 or less	\$91,000 or less	Your plan premium
above \$91,000 up to \$114,000	above \$182,000 up to \$228,000	Not applicable	\$12.40 + Your plan premium
above \$114,000 up to \$142,000	above \$228,000 up to \$284,000	Not applicable	\$32.10 + Your plan premium
above \$142,000 up to \$170,000	above \$284,000 up to \$340,000	Not applicable	\$51.70 + Your plan premium
above \$170,000 and less than \$500,000	above \$340,000 and less than \$750,000	above \$91,000 and less than \$409,000	\$71.30 + Your plan premium
\$500,000 or above	\$750,000 and above	\$409,000 and above	\$77.90 + Your plan premium



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Questions?



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