

Montgomery County Retired Employee's Association (MCREA) Meeting October 11, 2023

Presented by

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MCREA Annual Meeting

Office of Human Resources, Montgomery County Government

In This Presentation

- 2024 Rates
- Elimination of High RX Plan
- New Retiree Fully Insured Vision Plan
- Retiree Virtual Office Hours
- Collection of Retiree Email Addresses



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Rates for Calendar Year 2024

- Rates will be available on the retiree web-site
- Medical Plans
 - Indemnity – 0%
 - CareFirst High and Standard Option – 7.7%
 - Kaiser Non-Medicare – 9.7%,
 - Kaiser Medicare – 5.7%
 - UHC – 7.7%
- 17.9% Prescription Drug Increase
- Dental Plan – 0%



Last 9 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 | 3-Year Avg Geometric Rates | 5-Year Avg Geometric Rates | 5-Year Avg Expenses |
|-------------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|-------------------------|----------------------------------|----------------------------------|------------------------|
| CareFirst Indemnity | 17.6% | 0.0% | 0.0% | 4.4% | 8.4% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 1.6% | 1.3% |
| Carefirst High Option POS | 11.2% | 0.4% | 1.3% | 5.8% | 8.4% | 0.0% | 0.0% | 9.0% | 1.7% | 3.5% | 3.7% | 3.5% |
| CareFirst Standard Option POS | 11.2% | 0.4% | 1.3% | 5.8% | 8.4% | 0.0% | 0.0% | 9.0% | 1.7% | 3.5% | 3.7% | 3.5% |
| Kaiser Permanente | 1.1% | 2.6% | 4.4% | 3.3% | 7.8% | 2.0% | -2.5% | 5.6% | 7.0% | 3.3% | 3.9% | 3.9% |
| Kaiser Medicare | | | | | 0.0% | 2.3% | -3.5% | -7.9% | -3.1% | -4.9% | -2.5% | -2.5% |
| UHC Select HMO | 0.8% | 7.3% | 1.4% | 3.2% | 7.1% | 0.0% | 0.0% | 5.8% | 1.7% | 2.5% | 2.9% | 6.0% |
| Cigna Dental PPO | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 6.6% | 9.8% | 5.7% | 0.0% | 5.1% | 4.3% | 5.1% |
| Cigna Dental DMO | -4.3% | 0.0% | 0.0% | 0.0% | -9.5% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | -2.0% | -2.0% |
| EyeMed Vision | 0.8% | 0.0% | 0.0% | 0.0% | 0.0% | 9.6% | 18.5% | -1.4% | 0.0% | 5.3% | 5.1% | 5.2% |
| Caremark Standard Option | 3.7% | 30.8% | 0.0% | 10.8% | 8.4% | 0.0% | 0.0% | 0.0% | 12.0% | 3.8% | 4.0% | 5.6% |
| Caremark High Option 4/8 | 23.3% | 30.5% | 0.0% | 5.5% | 5.9% | 0.0% | 0.0% | 0.0% | 12.0% | 3.8% | 3.5% | 5.6% |
| Caremark High Option 5/10 | 23.3% | 30.5% | 0.0% | 5.5% | 5.9% | 0.0% | 0.0% | 0.0% | 12.0% | 3.8% | 3.5% | 5.6% |
| SilverScript Standard Option | NA | 29.7% | 0.0% | 10.2% | 8.1% | 0.0% | 0.0% | 0.0% | 12.0% | 3.8% | 3.9% | 2.1% |
| SilverScript High Option 5/10 | NA | 29.4% | 0.0% | 4.4% | 5.3% | 0.0% | 0.0% | 0.0% | 12.0% | 3.8% | 3.4% | 2.1% |



30% Cost Share

| Plans | Tiers | Non-Medicare 30% Cost Share 2024 Monthly Difference | Medicare 30% Cost Share 2024 Monthly Difference | Split Rate 30% Cost Share 2024 Monthly Difference |
|---------------------------|---------------|---|---|---|
| Indemnity | Self | \$0 | \$0 | \$0 |
| | Self + 1 | \$0 | \$0 | \$0 |
| | Self + Family | \$0 | \$0 | \$0 |
| Carefirst High Option | Self | \$16.13 | \$8.70 | N/A |
| | Self + 1 | \$27.91 | \$16.11 | \$20.47 |
| | Self + Family | \$46.98 | \$17.91 | \$39.55 |
| Carefirst Standard Option | Self | \$15.01 | \$8.08 | N/A |
| | Self + 1 | \$25.95 | \$14.98 | \$19.03 |
| | Self + Family | \$43.70 | \$16.66 | \$36.78 |
| Kaiser | Self | \$20.41 | \$5.49 | N/A |
| | Self + 1 | \$38.39 | \$11.00 | \$23.47 |
| | Self + Family | \$60.44 | \$16.49 | \$45.52 |
| United HealthCare | Self | \$13.21 | \$7.12 | N/A |
| | Self + 1 | \$25.39 | \$14.51 | \$19.30 |
| | Self + Family | \$40.35 | \$23.03 | \$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 |



Elimination of High Rx Plan

- **340 Retirees in the High Plan**
- Coverage will be moved to Standard Prescription Plan effective January 1, 2024. No action is needed by retiree.

| | Monthly Difference <u>Non_Medicare</u> | Annual Savings | Monthly Difference Medicare | Annual Savings | Split Rate Difference | Annual Savings |
|-------------|---|--------------------|--------------------------------|--------------------|--------------------------|--------------------|
| Self | \$ 188.22 | \$ 2,258.64 | \$ 224.05 | \$ 2,688.60 | | |
| Self +1 | \$ 348.26 | \$ 4,179.12 | \$ 448.14 | \$ 5,377.68 | \$ 384.09 | \$ 4,609.08 |
| Self+Family | \$ 539.68 | \$ 6,476.16 | \$ 672.19 | \$ 8,066.28 | \$ 575.51 | \$ 6,906.12 |



Standard Prescription Plan Specifics

- \$50 Family Deductible
- Three Tier Plan Design
- Same Drugs, Same Rules

| Tier | High Plan | Standard Plan |
|---------------------|-----------|----------------|
| Generic | \$5.00 | \$10.00 |
| Formulary | N/A | \$20.00 |
| Non-Preferred Brand | \$10.00 | \$35.00 |
| Deductible | N/A | \$50.00/Family |



Reminders

- 2024 Fact Sheets will be in early November.
- 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, 2024
- Enrollment in Medicare when eligible is required.
 - Health Insurance Team needs copies of Medicare Card.
- Medicare's Open Enrollment Period
 - October 15th – December 7th



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New Retiree Vision Benefit Available 1/1/2024

| Montgomery County Gov't | | |
|--|---|-------------------------------------|
| VISION CARE SERVICES | IN-NETWORK MEMBER COST | OUT-OF-NETWORK MEMBER REIMBURSEMENT |
| EXAM SERVICES | | |
| Exam | \$30 copay | Up to \$40 |
| FRAME | | |
| Frame | \$0 copay; 20% off balance over \$130 allowance | Up to \$91 |
| CONTACT LENSES <i>(Contact Lens allowance includes materials only)</i> | | |
| Contacts - Conventional | \$0 copay; 15% off balance over \$100 allowance | Up to \$100 |
| Contacts - Disposable | \$0 copay; 100% of balance over \$100 allowance | Up to \$100 |
| Contacts - Medically Necessary | \$0 copay; paid-in-full | Up to \$210 |
| STANDARD PLASTIC LENSES | | |
| Single Vision | \$0 copay | Up to \$30 |
| Bifocal | \$0 copay | Up to \$50 |
| Trifocal | \$0 copay | Up to \$70 |
| Lenticular | \$0 copay | Up to \$70 |
| Progressive - Standard | \$65 copay | Up to \$50 |
| Progressive - Premium Tier 1 | \$85 copay | Up to \$50 |
| Progressive - Premium Tier 2 | \$95 copay | Up to \$50 |
| Progressive - Premium Tier 3 | \$110 copay | Up to \$50 |
| Progressive - Premium Tier 4 | \$65 copay, 20% off retail price less \$120 allowance | Up to \$50 |



Proposed Benefits

EyeMed Vision Care in conjunction with Fidelity Security Life Insurance Company

Option 2 - Retiree

Exam & Materials

Insight Network

Fully Insured

Shared Expense

Funded Benefits

Frequency

Examination



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New Retiree Vision Benefit

- Insured Vision Plan (vs. current Discount Plan)
- Election Form
- Can enroll throughout the year (10th of the month rule)

| Coverage Tier | 30% Cost Share Monthly Premium |
|---------------|--------------------------------|
| Self | \$0.82 |
| Self+1 | \$1.56 |
| Self+Family | \$2.42 |



Retiree Discount Vision Plan

- No monthly premium/Free
- Discount Plan NOT insurance, there is no ID card.
- Utilize participating providers
- Can utilize for additional materials once allowance has been utilized under fully insured plan.
- Cannot use it in combination with your fully insured vision plan.



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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 has waned.
- Required 3 HIT members to man office hours.
- Strategizing on how we could do this better? Specific topics each month?
Guest speakers?



Retiree Email Addresses

- Coming soon
- Probably after January 1st
- Postcard w/QR Code and County Retiree ID number
- Scan QR code, take you to fillable form that will ask for email address and retiree ID number.

• *This QR code is just a sample, not the real deal.*



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Questions?



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