Retiree Open Enrollment Update

Jeff Altringer, Benefits Consultant
Katie Kolodge, Health and Wellbeing Consultant

October 2020
Overview

• 2021 Retiree Guide overview
  – Jeff Altringer, OHR

• Resources and next steps
  – Katie Kolodge, OHR
### Medicare-Eligible Health Plans

#### Blue Cross Blue Shield of Minnesota U of M Plan 1
- **Premium per month per person:** $384.00
- **Type of Policy:** Coordinated with Medicare and includes Medicare Prescription Drug Plan

#### Blue Cross Blue Shield of Minnesota U of M Plan 2
- **Premium per month per person:** $167.00
- **Type of Policy:** Medicare Supplement Plan with Medicare Prescription Drug Plan

#### Medicare Advantage Plan
- **Premium per month per person:** $382.70
- **Type of Policy:** Medicare Advantage Plan

#### U of M Retiree Plan
- **Premium per month per person:** $164.20
- **How Plan Works with Medicare and Medicare Assignment:** Medicare pays actuarial allowable amount. You pay Medicare Part B annual deductible. U of M Retiree Plan pays after applying Medicare deductible. Medicare pays 80% of approved services up to $2,400 (2022). Then plan pays 100% deductible may not apply to Medicare.

#### Network Providers (Medicare Assignment)
- **Premium per month per person:** $164.20
- **How Plan Works with Medicare and Medicare Assignment:** Medicare pays actuarial allowable amount. You pay Medicare Part B annual deductible. U of M Retiree Plan pays after applying Medicare deductible. Medicare pays 80% of approved services up to $2,400 (2022). Then plan pays 100% deductible may not apply to Medicare.

#### Outpatient Hospital
- **Outpatient Surgery:** 100% after Medicare Part B annual deductible
- **Lab/X-ray, CT scan, MRI, other outpatient diagnostic tests:** 100% after Medicare Part B annual deductible
- **Emergency Services:** 100% after Medicare Part B annual deductible

#### Outpatient Hospital
- **Outpatient Surgery:** 100% after Medicare Part B annual deductible
- **Lab/X-ray, CT scan, MRI, other outpatient diagnostic tests:** 100% after Medicare Part B annual deductible
- **Emergency Services:** 100% after Medicare Part B annual deductible

### Medicare-Eligible Health Plans

#### U of M Plan 1
- **Premium per month per person:** $338.00
- **Type of Policy:** Medicare Cost Plan with Medicare Prescription Drug Coverage

#### U of M Plan 2
- **Premium per month per person:** $185.00
- **Type of Policy:** Medicare Advantage Plan

#### Medicare Advantage Plan
- **Premium per month per person:** $318.00
- **Type of Policy:** Medicare Advantage Plan including Prescription Drug Coverage

#### U of M Retiree Plan
- **Premium per month per person:** $187.00
- **Type of Policy:** Medicare Advantage Plan

#### U of M Retiree Plan
- **Premium per month per person:** $187.00
- **Type of Policy:** Medicare Advantage Plan

#### Network Providers (Medicare Assignment)
- **Premium per month per person:** $318.00
- **How Plan Works with Medicare and Medicare Assignment:** Medicare pays primary for Part A inpatient hospital, skilled nursing facility, and home health care expenses. Medicare pays Medicare Part B provider expenses.

#### Network Providers (Medicare Assignment)
- **Premium per month per person:** $187.00
- **How Plan Works with Medicare and Medicare Assignment:** Medicare Advantage Plan pays primary for Part A inpatient hospital, skilled nursing facility, and home health care expenses. Medicare pays Medicare Part B provider expenses.

#### Outpatient Hospital
- **Outpatient Surgery:** 100% after Medicare Part B annual deductible
- **Lab/X-ray, CT scan, MRI, other outpatient diagnostic tests:** 100% after Medicare Part B annual deductible
- **Emergency Services:** 100% after Medicare Part B annual deductible

#### Outpatient Hospital
- **Outpatient Surgery:** 100% after Medicare Part B annual deductible
- **Lab/X-ray, CT scan, MRI, other outpatient diagnostic tests:** 100% after Medicare Part B annual deductible
- **Emergency Services:** 100% after Medicare Part B annual deductible
• Contact the insurance company for more detailed questions about the plans
Medicare Supplement Decision Helper (pg 6)

- Compare costs
- Provider networks
- Prescriptions
- Travel/relocation
- Specific categories that are important to you

Questions to Aid in Choosing a Medicare-Eligible Medical Plan

- What is the monthly premium? Compare rates on pages 8-9.
- Are my current healthcare providers covered under the plan?
  - Consider checking the provider finder on each plan’s website.
  - Contact a plan using the information on page 7.
- If I am taking any medications, are they covered under the plan, and what is the out-of-pocket cost (copay or coinsurance)? See pages 14-15 to compare prescription drug coverage across plans.
- Am I planning on moving outside of the local service area (Minnesota, western Wisconsin, eastern Dakotas) for more than 6 consecutive months?
  - Contact the plan to understand any impact from moving outside the local service area permanently. Contact information is on page 7.
- What is the coverage for hearing aids? Compare costs on pages 12-13.
- Is there a deductible? Compare maximums on pages 16-17.
- Is there coverage if I travel internationally? Compare coverage on pages 16-17.
- Is my health club covered under the plan? Check Wellness Benefits on pages 14-15 and use the contact information on page 7 for more information.
- What if one of these plans is not right for me?
  - If you would like more information about what plans are offered in the marketplace, Senior LinkAge Line is a non-profit dedicated to serving Minnesota Seniors and they are able to assist in your search.

Call Senior LinkAge Line: 800-333-2433
Visit Senior LinkAge Line online: www.seniorlinkageline.com
Coverage Change Form (pgs 25-26)

- Only complete if you wish to make a change; otherwise, no action is required and your current coverage will continue.
- Deadline is November 30.
- If changing companies, be sure to contact current vendor to cancel coverage.
Virtual Benefits Fair

With the goal in mind to ensure that employees, retirees, and their families have access to the benefits information they need, OHR has created a Virtual Benefits Fair that can be accessed from home. This online fair features vendor resources including videos, flyers and information sheets to download or print, and instructions for reaching out to plan experts with questions or concerns.

November 1–30, content available 24/7
z.umn.edu/VirtualBenefitsFair
65+ Medical Plan Recorded Presentations

• Presentations from Medica, Blue Cross Blue Shield, HealthPartners, UCare
• Includes a coverage overview, network descriptions, pharmacy coverage, wellness benefits
Additional Resources

• Open Enrollment Virtual Benefits Fair [z.umn.edu/virtualbenefitsfair]
• 2021 Retiree Guide can be found at [z.umn.edu/openenrollment]

• Senior LinkAge Line: 800-333-2433 [www.seniorlinkageline.com];
  – MN Board on Aging annual Medicare guide: [www.seniorlinkageline.com/medicare/]
  – Health Care Choices for Minnesotans on Medicare: [www.mnhealthcarechoices.com]
• MN Health Insurance Assistance Program(SHIP): [www.shiptacenter.org]