Understanding Your Medicare Eligibility

A RASC Webinar for UC Retirees

2024
Let's start with a trivia question!

In what year was Medicare established by federal legislation?

A. 1963  
B. 1949  
C. 1965  
D. 2009
Today’s Objectives

• To introduce RASC as your Medicare resource as a UC member/retiree.

• To cover the basics of Medicare, including eligibility, when and how to enroll, and how it works together with UC-sponsored medical plans.

• To provide information on the coverage and costs of the UC-sponsored medical plans that coordinate with Medicare.

Our goal is to help you feel informed, supported, and more prepared to manage your Healthcare entering / in retirement.
The RASC counsels members of the University as they transition into retirement and provides long-term pension and retirement health benefits support.

**About UC Retirement Administration Service Center (RASC)**

**Retirement Guidance (Locations & Campuses)**
- Provide transition and coordination services to employees and new retirees, and where locally available, direct retirement support.

**Retirement Support (RASC Member Services and Fulfillment)**
- Provide information to members related to their retirement, provide administrative support, perform outreach to update records, and refer cases to RASC Retirement & Advisory Services.

**Retirement Counseling & Advisory Services (RASC Advisory Services)**
- Advise members on key retirement decisions, provide advisory support and education, and perform outreach to clients to follow up on their cases.

**Auxiliary Services**
- **Fidelity:** For members who select savings choice or supplemental plans, they provide information and decision-making tools related to those investments.
- **Lincoln Financial:** Advises RASC on member disability applications.

**Locations & Campuses:**
- Retirement Guidance
- Retirement Support
- Retirement Counseling & Advisory Services
Medicare Basics
What is Medicare?

Medicare

- Government insurance for eligible individuals
- Eligibility:
  - Age 65+ (Most common for UC members)
  - Disability
  - End Stage Renal Disease (ESRD)
  - ALS (Lou Gehrig's Disease)
- Two types of UC Medicare plan: Medicare Supplement and Medicare Advantage

UC Fact Sheet:
https://ucnet.universityofcalifornia.edu/forms/pdf/medicare-factsheet.pdf

For more information about Medicare
These organizations may be able to answer your questions about Medicare.

Medicare plan benefits
Centers for Medicare and Medicaid Services (CMS)
800-633-4227 (available 24 hours a day, 7 days a week)
www.medicare.gov

Enrolling in Medicare and premium payments
Social Security Administration (SSA)
800-772-1213
800-325-0778 TTY
www.ssa.gov
Medicare Parts

• **Part A** - Inpatient/Hospital Coverage
  – 100% free with qualifying work history

• **Part B** - Outpatient Services
  – Monthly premium of $174.70 in 2024

• **Part C** - Medicare Advantage
  – Medicare Advantage or HMO/PPO plans
  – Combines Parts A, B and D

• **Part D** - Prescription (Rx) Coverage
  – Covers prescription medications
  – Medicare Advantage Plan Part D is usually included
  – Medicare Supplement Part D is separate

• **Other Medicare Plan Option: Medicare Supplement Plan**
  – Coordinates with Medicare
  – Separate Part D plan
You and Medicare

- If you’re 65, chances are you’re eligible for Medicare.
- If you’re retired, UC offers several plans that coordinate with Medicare. Often this coordination means that you pay less for certain medical expenses than you would if you had only standard Medicare coverage (Part A and B).
- If you’re still working at UC, your UC employee medical plan generally remains your primary coverage even if you enroll in Medicare. However, you may still need to make some decisions about Medicare for yourself or a family member who is turning 65.
- If you’re under 65, these plans may also be available to those with special qualifications.
When can I enroll in Medicare?

1. IEP: Initial enrollment period
   - Age 65: 7-month period 3 months prior to the month or 3 months after the birth month.
   - If your birthday is the first of the month, Medicare starts the first of the previous month.

2. SEP: Special Enrollment Period
   - When ending EGHP (Employer Group Health Plan) coverage over 65.

3. GEP: General Enrollment Period
   - If you are enrolled in part A and part B terminated due to non-payment, the GEP period is a member's timeframe to enroll in part B.
   - **Jan 1- March 31**
   - Part B effective date is the first of the following month of GEP enrollment.

Employer Group Health Plan is a health plan offered by an employer that provides health coverage to employees and their families.
Once you have Medicare Part A and Part B, you have two additional coverage options:

**Option 1**

**Medicare Supplement Insurance (Medigap)**
- Helps pay some out-of-pocket costs not paid by Original Medicare (Part A and Part B)
- Medicare is primary, Supplement is secondary

And a separate:

**Medicare Part D Plan**

Option 1 Available at UC:
UC Medicare PPO, UC Medicare PPO without RX, and UC High Option Supplement

**Option 2**

**Medicare Advantage Plan (Part C)**
- Combines Part A, B, and D
- Includes Part D
- May include additional benefits such as glasses, gym, and worldwide emergency coverage. *Additional benefits depend on the insurance plan.

Option 2 Available at UC:
UC Medicare Choice PPO and Kaiser Senior Advantage Plans
Individual VS. Group/UC Coverage

Individual Medicare Plans

- There are different enrollment periods.
  - The Annual Election Period (AEP) is the main enrollment period for individual Medicare Plans (occurs annually from Oct 15th through Dec 7th).
- Individual Medicare plans are generally available to anyone on Medicare, within your plan area (determined by your zip code).
  - You are responsible for handling enrollment and disenrollment.
  - Enrollment into an individual Medicare plan may disenroll you from your UC Medicare plan.

UC Medicare Plans

- UC Medicare plans generally can be changed during UC’s Open Enrollment.
- UC Medicare plans are only available to UC employees who are eligible for retiree benefits.

You are only allowed to be enrolled into ONE Medicare plan.

UC vs. Individual Comparison

<table>
<thead>
<tr>
<th>Differences</th>
<th>UC Medicare Plan</th>
<th>Individual Medicare Plan</th>
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<tbody>
<tr>
<td>Part B Reimbursement</td>
<td>✔</td>
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<tr>
<td>Insurance Company Support</td>
<td>✔</td>
<td>✗</td>
</tr>
<tr>
<td>UC contribution</td>
<td>✔</td>
<td>✗</td>
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<tr>
<td>UC Plans Formulated for UC Retirees with Special Costs and Benefits</td>
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<tr>
<td>Enrollment Control</td>
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<tr>
<td>Flexibility for Enrollment</td>
<td>✔</td>
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Note: Part B reimbursement is only offered on some UC plans and depends on what you qualify for, and is offered only on special individual plans.
Individual VS. Group/UC Coverage – Case Studies

Case Study Example 1:
Barbara is 68. She was watching TV and saw an advertisement about getting $1,000 in grocery coverage under a new Medicare plan. She calls the number on the TV and gets signed up for another plan outside of UC.

Case Study Example 2:
Milton is 72. He receives mailers from Kaiser. He thinks that this is the same as his UC Kaiser plan. He calls Kaiser directly and enrolls into an individual Kaiser plan.

How is each member’s UC Medicare coverage impacted?
Medicare & Premiums
Medicare Premium Overview

You will need to ensure for your Medicare premiums, LEPs and IRMAA dues are paid to keep your Medicare coverage current.

<table>
<thead>
<tr>
<th>Standard</th>
<th>Late Enrollment Penalty (LEP)</th>
<th>Income Related Medicare Adjustment Amount (IRMAA)</th>
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<tr>
<td>Medicare premiums are generally taken out of your Social Security check.</td>
<td>If you enroll in part A and not part B when eligible, you will receive a Late Enrollment Penalty – 10% will be added to your monthly premium rate.</td>
<td>A small percentage of Medicare enrollees (&lt;5%) are required to pay higher premiums for their part B and D coverage based on the previous year’s tax return (listed on subsequent slide).</td>
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<tr>
<td>If you are not receiving Social Security checks, you will be billed quarterly.</td>
<td>For Part D, the LEP is 1% if you don’t have creditable coverage for 63 or more days.</td>
<td>Failure to pay the adjusted/higher amount will result in loss of coverage.</td>
</tr>
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The standard 2024 premium for Medicare Part B is $174.70.

Here is a link to calculate your Medicare premium: [https://www.medicare.gov/eligibilitypremiumcalc](https://www.medicare.gov/eligibilitypremiumcalc)
• Thresholds based on individual and joint tax returns for 2024 premium rates are listed to the right.

• Income-related monthly adjustments begin at $103,000 for individual filers and $206,000 for joint filers.

• You have a right to request a lower income-related monthly adjustment amount.
Medicare Application & Enrollment
UC Medicare Enrollment is a 2-Step Process

**Step 1:** Enroll in Medicare (3 options)

- **Online at**
  - [http://Medicare.gov](http://Medicare.gov)
  - You must create a Social Security Account

- **Call and apply over the phone**
  - 1-800-772-1213

- **In-person at the local Social Security Administration office**

**Step 2:** Submit your UC forms

- Provide proof of Medicare enrollment
  - Approval letter or Medicare ID card
- Complete and submit UBEN forms or complete life-event change in UCRAYS
How to Enroll via UCRAYS

1. Log onto UCRAYS and select “Retiree Insurance”
2. Select “Life Event Changes/Assign Medicare”
3. Review the Life Event Changes screen. Click Initiate Life Event Change and on the next screen, select Medicare Assignment.
5. On the review/update page, You will see your UC contribution amount. Then, choose the Medicare plan. Be sure to check Medicare box and click Calculate Total Cost. You will see the total costs and reimbursement, if qualified.
7. Check the arbitration boxes.
8. Review the important notices.
9. On the review and confirm page, check the box and confirm your enrollment.
10. You will get a message to sign.
Available Medicare Plans
Kaiser Senior Advantage (Medicare)

- Northern and Southern are based on zip code
- Medicare form is the UBEN 127
- The effective date of the UBEN 127 is based on the received date

Benefits of Kaiser:

- Many qualify for a Part B reimbursement (depending on your UC contribution amount)
- Coordinated, in-network model
- Has glasses benefit
- Lower premium and out-of-pocket costs
- Offers worldwide emergency coverage
Anthem UC Medicare PPO
- Medicare form needed is UBEN 123
- Effective date of UBEN 123 is based on the received date

Anthem UC Medicare PPO without Rx
- Member must provide proof of Rx coverage
- Effective date of UBEN 100 is based on the received date

Anthem UC High Option Supplement (Medicare, PPO)
- Can only enroll during open enrollment or ILOC (Involuntary Loss of Coverage)

Benefits:
- You can go to any provider that accepts Medicare
- Offers Global Care for retirees traveling/living abroad for up to 6 months – you can access preventative care, emergency care, and Rx coverage.

[ NOTE: Navitus provide Rx coverage ]
UC Medicare Choice (Medicare, PPO)

- Medicare form is UBEN 121 based on the received date

Benefits:
- Many qualify for a Part B reimbursement (depending on your UC contribution amount)
- Dedicated line for UC members
- Out of Network is covered at the same cost of In Network Providers
- Lower premium and out-of-pocket costs
- NEW - Offering hobby classes!
People Outside of California

UC sponsors a Medicare Coordinator Program for Medicare-eligible retirees and families who live in a US state outside California.

To be eligible for this program, retirees and all covered family members must:

- Be eligible for and enrolled in Medicare Parts A and B (not due to disability or ESRD) and aged 65+
- Live in a US state outside California
- Be eligible for UC retiree health insurance
- Submit the form UBEN 100

Via Benefits can be reached at 1-855-359-7381

*If contacting VIA directly, member needs to mention UC.*

If the family is living outside of CA and not all are eligible for Medicare, they must enroll in Anthem UC Care, Core, UC Medicare PPO

- Must submit the forms UBEN 100 and UBEN 123
Calculating your UC Medicare Costs Across Plan Options

2024 University of California Retiree Health Plan Premium Estimator*

Step 1: When did the employee join the UC Retirement Plan? Choose the applicable eligibility group.
   - if you left employment without retiring and were later rehired, use the date that you rejoined UCRP. • if you retired but then suspended retirement, use the date that you originally joined UCRP. • Safety members: Choose Group 2.
Step 2: Enter age at retirement in full years.
Step 3: Enter the number of full years of UC Retirement Plan service credit at retirement.
Step 4: Choose a health plan to see applicable rates.
Step 5: To compare rates across medical plans, choose the Medical Plan Comparison Chart tab.

1. Joined UCRP 1/1/1990–6/30/2013 (Group 2)
2. 60 Age at retirement
3. 20 Years of UCRP service credit at retirement
4. CORE/UC Medicare PPO

UC contribution toward medical/dental coverage: 100.0%

<table>
<thead>
<tr>
<th>Total Monthly Premium</th>
<th>Maximum UC Contribution</th>
<th>UC Pays</th>
<th>Retiree Pays</th>
<th>Medicare Part B Reimbursement</th>
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1. Visit this link: https://hr.ucdavis.edu/employees/hcf
2. Scroll down to "Retirees Rates"
3. Open the "2024 UC Retiree Premium Estimator"
4. Input your information
Best Practices for Medicare Enrollment

1. Use the correct and most current forms, complete them fully, sign your name (wet signature), date, and check arbitration box (UBEN).

2. Include a copy of your Medicare Card with Part A & Part B or an SSA letter that highlights Medicare benefits with Part A & B. 
   *We can’t accept enrollment forms without proof of active Part A and Part B.*

3. Pay all Medicare dues.

4. Keep your address up-to-date. Medicare requires a physical address.

5. Can’t accept forms 90 days prior to start date. Form expires 90 days after submission.

6. The best way to track your form, check your UCRAYS that it is updated.

7. Any changes to name and date of birth must go through Social Security.
If you choose not to enroll...
There are potential offset penalties for non-enrollees

UC Requirements
• The University requires people who are eligible for Medicare to enroll into a UC Medicare plan. **We will be charging the Medicare offset premium per member as a monthly penalty to people who don't abide by these requirements.**
• To be in compliant with our Group Insurance Regulations, GIR 6008.E, we will be charging the Medicare offset premium of **$419.60**.
• It is charged for 3 months, per member.
• On the 4th month, the member who is out of compliance will be at risk of termination of coverage.

Compliance is a Priority at UC
• Medicare partially reduces the cost of retiree health
• We provide resources help people stay in compliance
RASC Contact Information

RASC Member Services: Any general questions on retiree health benefits
By phone at 800-888-8267, from 8:30 a.m. to 4:30 p.m. (PT), Monday through Friday.

UCRAYS: Secure messaging, form submission, contact info updates, life event changes & enrollment
https://retirementatyourbservice.ucop.edu/

UCNet: General resource for guides, forms & updates
https://ucnet.universityofcalifornia.edu/index.html

RASC Portal: Schedule retirement counseling access retiree resources & newsletters
https://rasc.universityofcalifornia.edu/
Put in the chat the one thing you learned today most beneficial to your understanding of Medicare at UC…