Navigating Retirement Transitions – Medicare and A&M Health Plans

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Session Objectives

• Learn the basics of Medicare, especially as it relates to A&M Care plans
• Learn how this information impacts (or is impacted by) your age, retirement and post-retirement employment plans
• Understand where to go for additional information

Note: We are not representing the Social Security Administration or Medicare
Program Overview

- Medicare – Basics and Enrollment Timing
- A&M Health Plan Options & Coordination
- Working Considerations & Billing
- The Role of HR
- Resources and Q&A
Medicare Plans – The Basics

Part A covers hospitalization – No additional cost to you

Part B covers physician and outpatient service - Requires a premium and will coordinate with TAMUS coverage

Part D covers prescription drugs – requires a premium and does NOT coordinate with TAMUS coverage
Medicare Enrollment Timing

• Part A - Hospitalization
• Part B - Physician and outpatient services
• Part D - Prescription drugs

When do I need to enroll?

– Active employee age 65 enroll in Medicare Part A only
  • May postpone enrollment in Part B until retirement without penalty
– 3 months before retirement, apply for Medicare Parts A & B
– If over 65 and didn’t previously enroll in Part B, contact your HR office for completed form:
  • Request for Employment Information(to avoid penalty).
Request for Employment Information – Needed to Avoid Late Enrollment Penalty if you are over 65

WHAT IS THE PURPOSE OF THIS FORM?
In order to apply for Medicare in a Special Enrollment Period, you must have or had group health plan coverage within the last 8 months through your or your spouse’s current employment. People with disabilities must have large group health plan coverage based on your, your spouse’s or a family member’s current employment.

This form is used for proof of group health care coverage based on current employment. This information is needed to process your Medicare enrollment application.

The employer that provides the group health plan coverage completes the information about your health coverage and dates of employment.

HOW IS THE FORM COMPLETED?
• Complete the first section of the form that the employer can find and complete in your coverage and the employment of through which you have that health coverage.
• The employer fills in the information in this section and signs at the bottom.

WHAT DO I DO WITH THE FORM?
Fill out Section A and take the form to your employer. Ask your employer to fill out Section B. You need to get the completed form from your employer and include it with your Application for Enrollment in Medicare (CMS-40B). Then you send both together to your local Social Security office. Find your local office here: www.ssa.gov.

GET HELP WITH THIS FORM
• Phone: Call Social Security at 1-800-772-1213
• En español: Llame a SSA gratis al 1-800-772-1213 y opima

SECTION A: To be completed by individual signing up for Medicare Part B (Medical Insurance)

1. Employer’s Name
2. Date
3. Employer’s Address
   City
   State
   Zip Code
4. Applicant’s Name
5. Applicant’s Social Security Number
6. Employee’s Name
7. Employee’s Social Security Number

Caution: SSN
SECTION B: To be completed by Employers

For Employer Group Health Plans ONLY:

1. Is (or was) the applicant covered under an employer group health plan?  ☒ Yes  ☐ No

2. If yes, give the date the applicant's coverage began. (mm/yyyy)

3. Has the coverage ended?  ☐ Yes  ☒ No

4. If yes, give the date the coverage ended. (mm/yyyy)

5. When did the employee work for your company?
   From: (mm/yyyy)  To: (mm/yyyy)  Still Employed: (mm/yyyy)

6. If you’re a large group health plan and the applicant is disabled, please list the timeframe (all months) that your group health plan was primary payer.
   From: (mm/yyyy)  To: (mm/yyyy)

For Hours Bank Arrangements ONLY:

1. Is (or was) the applicant covered under an Hours Bank Arrangement?  ☐ Yes  ☒ No

2. If yes, does the applicant have hours remaining in reserve?  ☐ Yes  ☐ No

3. Date reserve hours ended or will be used? (mm/yyyy)

All Employers:

Signature of Company Official  Date Signed

Title of Company Official  Phone Number
A&M System Health Plan Options

Retirees have the same/similar coverage options as current employees – depending on circumstances

• A&M Care (employees and covered dependents; employees 65 and over who are *still working*; retirees who are *still working*; retirees who are under age 65 or their covered dependents are under age 65)

• A&M 65+ Plan (retirees 65 and over who are *no longer actively working* for TAMUS; retirees if both employee and covered spouse are 65 or older and no longer working)
A&M System Health Plan Options

• When you become eligible for Medicare, the A&M System coverage becomes secondary.

• If you decline A&M health coverage upon retirement or during Open Enrollment, you may apply ½ the state’s contribution to alternate basic life, AD&D, dental, and/or, vision insurance.
## A&M Care vs. A&M Care 65+

<table>
<thead>
<tr>
<th></th>
<th>A&amp;M Care Plan</th>
<th>65 Plus Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preventive Care</td>
<td>Same</td>
<td>Same</td>
</tr>
<tr>
<td>Network</td>
<td>Same</td>
<td>Same</td>
</tr>
<tr>
<td>No annual limits or pre-existing condition limitations</td>
<td>Same</td>
<td>Same</td>
</tr>
<tr>
<td>Premium for Retire Only</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Primary Care Physician/Specialist Copays</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Prescription Drug Copay</td>
<td>$10/$35/$60</td>
<td>$10/$35/$60</td>
</tr>
</tbody>
</table>

### Know the Benefits

<table>
<thead>
<tr>
<th></th>
<th>A&amp;M Care Plan</th>
<th>65 Plus Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Premium for Retire and Spouse</td>
<td>$281.04</td>
<td>$155.22</td>
</tr>
<tr>
<td>Out-of-Pocket Maximum</td>
<td>$5,400</td>
<td>$1,400; $400 Rx</td>
</tr>
<tr>
<td>Prescription Drug Deductible</td>
<td>$50</td>
<td>$0</td>
</tr>
<tr>
<td>Prescription Drug Access</td>
<td>30 day fills at any Network Pharmacy</td>
<td>30 day fills at any Network Pharmacy; 90 day fills at Walgreens or Home Delivery only for maintenance medications</td>
</tr>
</tbody>
</table>
Medicare Coordination of Benefits

<table>
<thead>
<tr>
<th>Retiree’s Status</th>
<th>Dependent’s Status</th>
<th>Eligible for the 65+ plan?</th>
<th>Plan is Primary for Retiree</th>
<th>Plan is Primary for Dependents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retiree is eligible for Medicare</td>
<td>Spouse/dependents are eligible for Medicare</td>
<td>Yes</td>
<td>Medicare</td>
<td>Medicare</td>
</tr>
<tr>
<td>Retiree is eligible for Medicare</td>
<td>Spouse/dependents are not eligible for Medicare</td>
<td>No</td>
<td>Medicare</td>
<td>A&amp;M Care</td>
</tr>
<tr>
<td>Retiree is not eligible for Medicare</td>
<td>Spouse/dependents are eligible for Medicare</td>
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<td>A&amp;M Care</td>
<td>Medicare</td>
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<tr>
<td>Retiree is not eligible for Medicare</td>
<td>Spouse/dependents are not eligible for Medicare</td>
<td>No</td>
<td>A&amp;M Care</td>
<td>A&amp;M Care</td>
</tr>
</tbody>
</table>

*If you are retired and not working for the TAMU System for 50% time or more for at least 4 ½ months (benefit-eligible position).*

*If you are working for the TAMU System for 50% time or more for at least 4 ½ months (benefit-eligible position).*

*Retiree* Spouse/dependents No A&M Care A&M Care

*If your terms of employment (percent effort or term months) change during the fiscal year, your primary/secondary status will change when coordinating benefits. Check with your Human Resources office if you are unsure of your status.*
What About Medicare Advantage Plans (Part C)?

- Beware of very attractive marketing for Medicare Advantage Plans

- If enrolled in A&M Health Plans, you DO NOT need Medicare Advantage plans and in fact will cause yourself to be removed from our plans if you enroll
Working Considerations

• What if I want to be part-time as a transition into retirement, or after retirement?
  – Departmental discretion
  – Impact on benefits and leave (less employer contribution and less leave accrual)
  – Cannot enroll in 65+ until after fully retired
Resources – HR’s Role

• Assist you with changing to the 65+ Plan when applicable

• Add you and your covered spouse’s Medicare information to Workday for coordination of benefits
  – (HR must receive photocopies of Medicare Cards)

• Answer any questions you may have about TAMUS health plan choices based on your situation

• Contact you if you have been dropped from our plans because of your enrollment in a Medicare Advantage Plan

• Support you in reaching out to System Benefits Administration in the case of issues that need escalation
Who Do I Contact?

- **Texas A&M University**
  - Email: benefits@tamu.edu
  - Phone: 979-862-1718

- **Texas A&M Health Science Center**
  - Email: hschr@tamu.edu
  - Phone: 979-845-7457

- **Texas A&M Agrilife Human Resources**
  - Email: agrilifebenefits@ag.tamu.edu
  - Phone: 979-845-2423

- **Texas A&M Engineering Experiment Station**
  - Email: engineeringhr@tamu.edu
  - Phone: 979-458-7699

- **Texas A&M Engineering Extension Service**
  - Email: HR@teex.tamu.edu
  - Phone: 979-458-6801

- **Texas A&M University Galveston**
  - Email: hr@tamug.edu
  - Phone: 409-440-4532
Online Resources

**Medicare.gov**
- Answers and information are always at your fingertips at [https://www.medicare.gov/](https://www.medicare.gov/)

**1-800-MEDICARE (1-800-633-4227)**
- Get help with your Medicare questions 24 hours a day/7 days a week. TTY: 1-877-486-2048

**Social Security Administration**
- (800) 722-1213
- [http://www.socialsecurity.gov/](http://www.socialsecurity.gov/)
Other Websites - TAMUS

- https://www.tamus.edu/business/benefits-administration/retiree-benefits/
  - http://assets.system.tamus.edu/files/benefits/pdf/programs/ExpressScriptsMedicarePartDFAQ.docx
Q&A

• Please type your questions in the chat and we will address them in order
• Or, if you need to unmute to ask a longer question, please indicate that in the chat
Lisa Barron
Benefits Team Leader

Benefits phone: 979-862-1718
benefits@tamu.edu
employees.tamu.edu

See other HR office contact info on previous slide

Division of Human Resources & Organizational Effectiveness