

Planning for Retirement:

Medical Coverage

Heidi Buswell and Michael Reeves
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choice | health | service

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Presenters



Michael Reeves

Michael is the Assistant Director for Medicare Sales at Regence BlueShield. He oversees the Medicare Advantage, Medicare Supplement, and Medicare Group Retiree plans. As his parents approached retirement and couldn't make sense of their Medicare options, he learned the business. Now, nearly 15 years later, he continues to share those lessons; helping people navigate through retirement and make Medicare easy.



Heidi Buswell

Heidi has been with AWC for 17 years. She knows a great deal about medical coverage options for retirees - both before and after Medicare eligibility. She is looking forward to getting you started on creating a plan for the medical portion of your retirement.

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Technical difficulties and disclaimer

Technical difficulties?

Please use the chat feature in Zoom for technical issues.

Disclaimer:

The information contained in this presentation is for general educational purposes only and is not intended to be legal advice. Please consult legal counsel for advice about specific questions.

Agenda



Welcome



Medicare 101



Options and Resources through the Trust



Questions

Lots of information and options! First step?



Call the AWC Trust

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Retiree deferral option



If you are eligible for other active employer-sponsored coverage you may defer your Trust coverage.

- There is a specific deferral process
- Contact AWC Trust staff directly for additional details and the form

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Starting with COBRA...

COBRA is a federal law that allows you to continue your medical, dental, vision, and EAP coverage at your own cost once you leave employment.



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Retiree eligibility criteria



You must be at least 50 years of age with at least 5 years of cumulative government experience **on your retirement date.**



You must be covered through the Trust at the time of retirement.



Spouse - For your dependents to have coverage, you must continue coverage through the Trust.

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Summary of Pre-Medicare retiree coverage

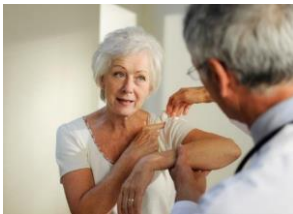
	Regence/Asuris HealthFirst 1000	Regence/Asuris HealthFirst 2500	Regence/Asuris HDHP	Kaiser HDHP	Kaiser 1000 Plan
Deductible	\$1,000	\$2,500	\$1,500	\$1,500	\$1,000
Out-of-Pocket Maximum	\$6,350	\$6,350	\$5,000	\$3,750	\$5,500
Physician Services	10% coinsurance	10% coinsurance	20% coinsurance	\$20 copay then 10%	10% coinsurance
Hospital Services	Facility 20% coinsurance	Facility 20% coinsurance	Facility 20% coinsurance	10% coinsurance	10% coinsurance
Prescriptions	\$5 generic \$25 preferred brand \$50 non-preferred brand	\$5 generic \$25 preferred brand \$50 non-preferred brand	20% coinsurance	\$15 preferred generic \$30 preferred brand \$50 non-preferred \$0 generic	\$10 preferred generic \$20 preferred brand \$40 non-preferred

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2023 Pre-Medicare medical retiree rates

Regence/Asuris HealthFirst 1000	Regence/Asuris HealthFirst 2500	Regence/Asuris HDHP	Kaiser HDHP	Kaiser 1000 Plan
Retiree \$1,187.04 Spouse \$1,197.36	Retiree \$1,118.26 Spouse \$1,126.36	Retiree: \$1,123.10 Spouse: \$1,132.86	Retiree: \$964.58 Spouse: \$936.46	Retiree: \$1,136.50 Spouse: \$1,103.38

Medical Trend is 7.5% annually over the next 5 years.



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Regence vs. Kaiser Pre-Medicare plans



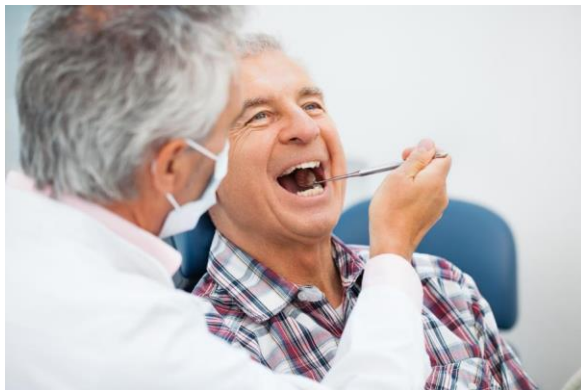
- BlueShield network - available worldwide.



- Kaiser CORE Network - broader Access PPO network does not apply.
- When traveling outside of the Kaiser service area, members have access to any Kaiser facility.

AWC annual enrollment period allows plan and carrier changes effective each January 1.

Retiree dental coverage and 2023 rates



Willamette Dental retiree plan

\$53.26 (Retiree)

\$108.40 (Retiree + spouse)

Delta Dental retiree plan

\$62.76 (Retiree)

\$127.90 (Retiree + spouse)

Still working at 65?

- Covered through the Trust? No action necessary at 65
- Consider enrollment in Medicare Part A
- HSA enrollment adds an extra wrinkle



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How does Medicare factor into the plan?

When you turn 65, retiring or not, you should understand how Medicare factors into your individual retirement scenario.

- Continuing to work after age 65?
- Medicare eligibility/timeline for the employee?
- Medicare eligibility/timeline for spouse?
- Do they need dental insurance?



Trust staff can help!

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Summary of your Medicare Advantage options

NETWORK

	Regence RxEnhanced Plus (current plan)	Regence RxEnhanced (new)	Regence RxClassic (new)	Kaiser Medicare Advantage (current plan)
Deductible	\$0	\$0	\$0 \$150 Rx (tiers 3, 4, & 5)	\$0
Out-of-pocket maximum	\$2,800 individual medical (excludes prescriptions)	\$5,000	\$5,500	\$2,500 individual medical Must go to network providers.
Physician services	\$10 copay primary \$30 copay specialist	\$0 copay primary \$25 specialist	\$0 copay primary \$40 specialist	No out-of-pocket
Hospital facility	Days 1-6: \$150/ day Day 7+, \$0	Days 1-5: \$315/day Day 6+, \$0	Days 1-4: \$350/ day Day 5+, \$0	No out-of-pocket
Prescriptions	\$5 Preferred Generic \$20 Generic \$45 Preferred Brand 40% Non-Preferred Brand 33% coinsurance for Specialty Drugs	\$0 Preferred Generic \$8 Generic \$40 Preferred Brand 40% Non-Preferred Brand 33% coinsurance for Specialty Drugs	\$0 Preferred Generic \$13 Generic \$40 Preferred Brand 40% Non-Preferred Brand 33% coinsurance for Specialty Drugs	No out-of-pocket

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2023 MedAdvantage Rates

Plan	Regence RxEnhanced Plus	Regence Rx Enhanced	Regence RxClassic	Kaiser MedAdvantage
2023 monthly premium	\$366.20	\$143.20	\$63.20	\$481.06



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Medicare Advantage plan eligibility

To enroll in Medicare Advantage plan with the Trust you must:



- Be enrolled in **Medicare Part A and Part B**
- **Be retired**
- **Regence:** Live anywhere in U.S.
- **Kaiser:** Live in the Kaiser Medicare Advantage service area

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Paying for retiree coverage

COBRA:

- Direct bill

AWC Trust retiree plans:

- Direct bill
- Electronic Funds Transfer
- Department of Retirement Services pension deduction



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Medicare Advantage plans and rates and...



Call the
Trust!



All those options!

Timing...It's like a complicated dance

Because of the multitude of variables to consider, it's nice to know where and when to start:

- Contact Trust staff 4 – 6 months before retirement.
- Contact the EAP to consult with a retirement planner



Bumpy transition



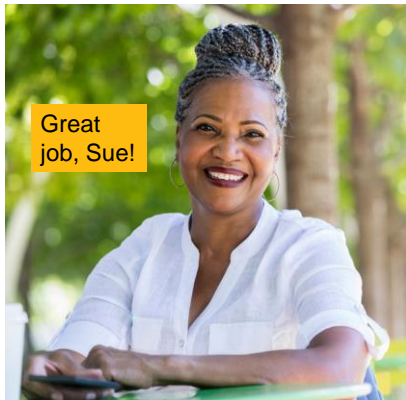
Sue

- Retiring next week
- Not enrolled in Medicare B



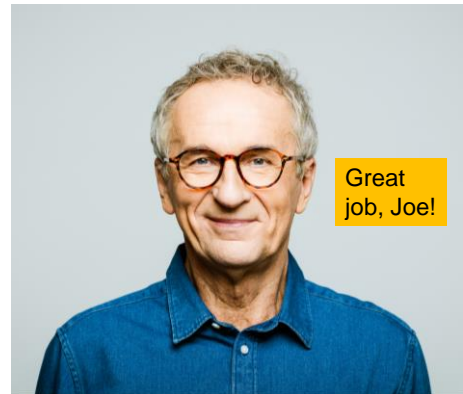
Joe

Smooth transition



Great job, Sue!

- Retiring in late April
- Not enrolled in Medicare B



Great job, Joe!

Additional resources



- **SHIBA:** 1-800-562-6900
- **DRS:** 1-800-547-6657
- **Medicare:** 1-800-772-1213
- **EAP:** 1-800-570-9315

Google "SSA Field Office Locator" to search by zip code

Contact us - we're here to help!

Trust staff are here to help you through the multiple transitions involved in retiree medical enrollment.



- Call us at **1-800-562-8981**
- Email us at benefitinfo@awcnet.org

Questions?

