

Rancho Santiago Community College District

Town Hall Meeting
October 4th, 2021

Retiree Medical Benefits

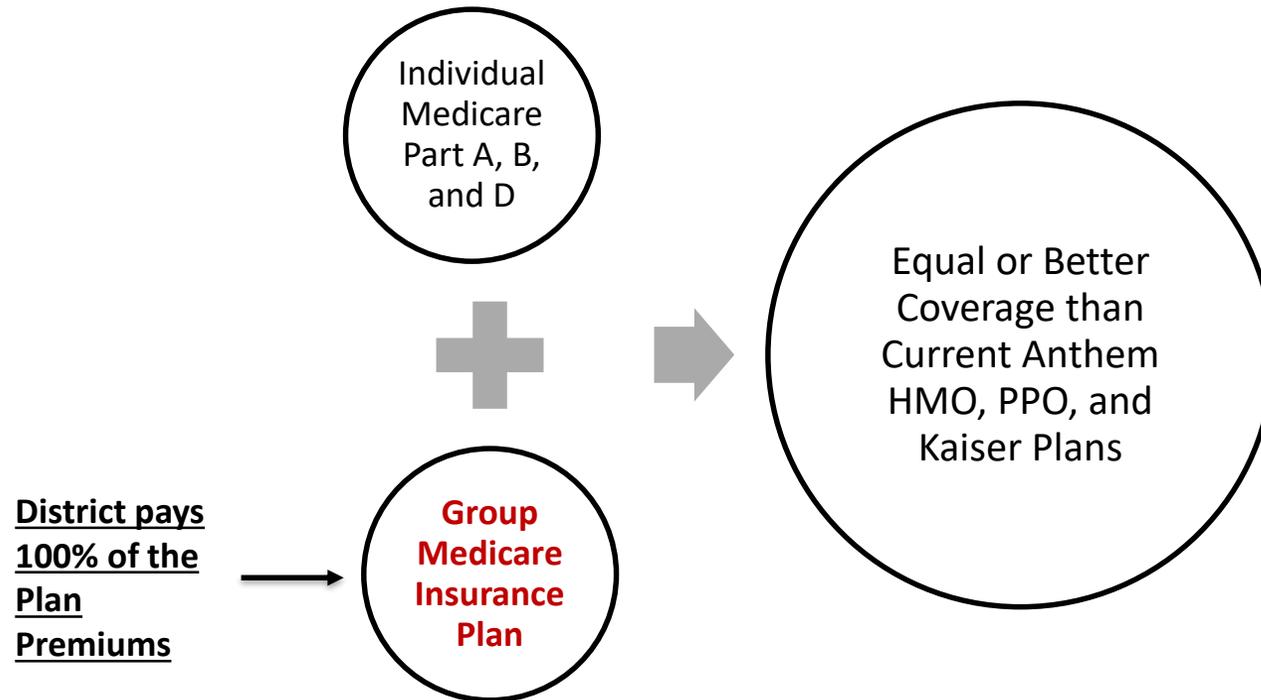
- On August 9th, 2021, the Board of Trustees of the Rancho Santiago Community College District (“District”) voted to approve that **all Medicare eligible retirees (and Medicare eligible spouses)** enroll in a District sponsored Group Medicare insurance plan.



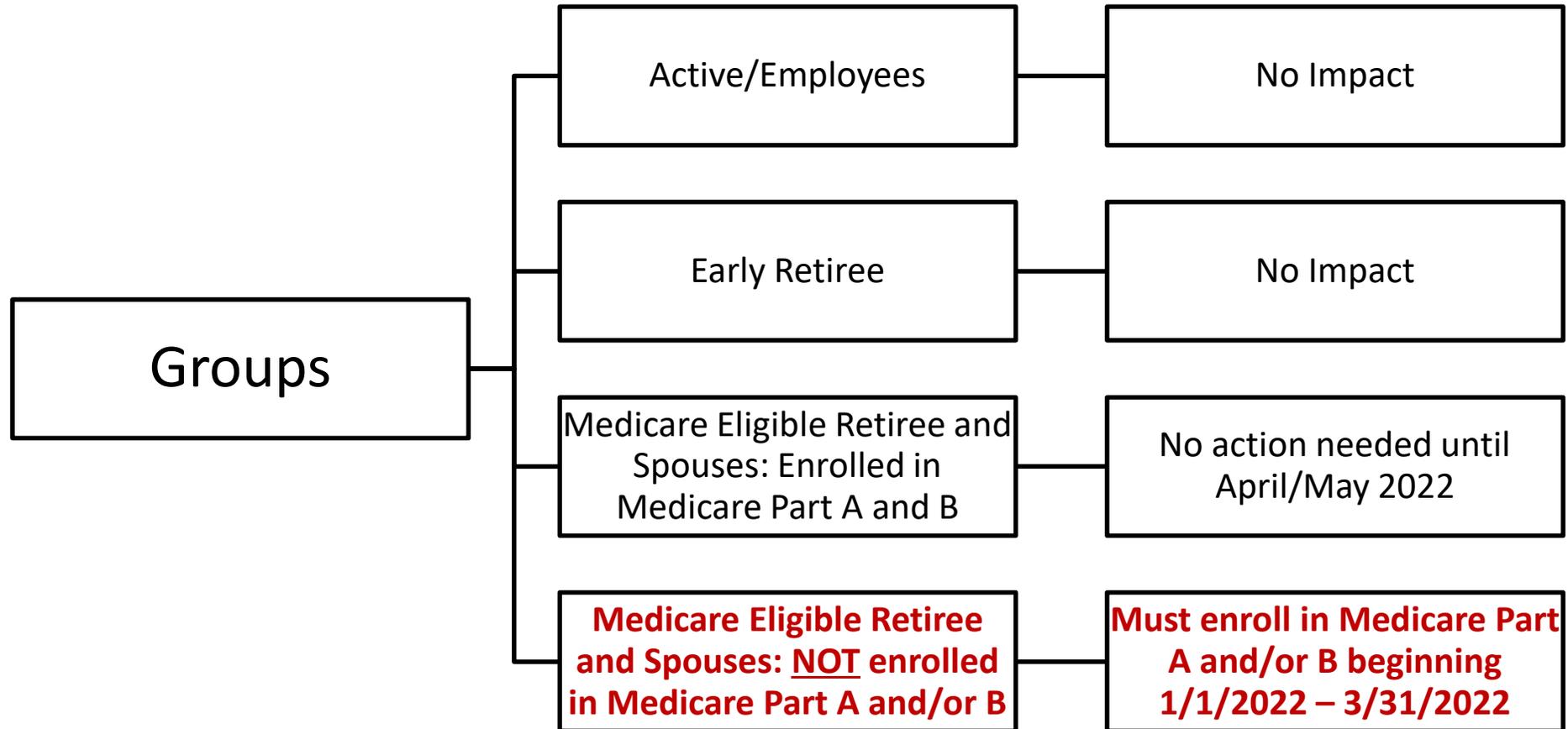
Group Medicare Insurance Plan

What is a Group Medicare Insurance Plan?

- The District-sponsored Group Medicare insurance plan is designed to work with each eligible members Medicare policies to achieve equal or better coverage for that member than under the current plan offerings.

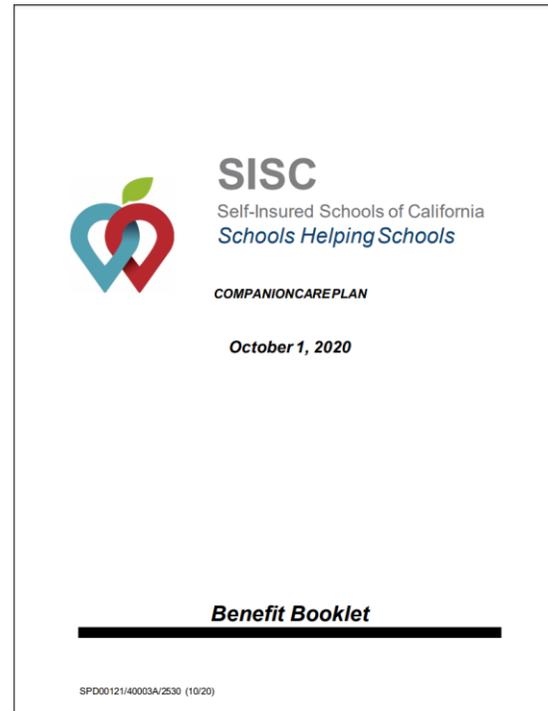


Who is impacted?



Current Group Medicare Insurance Plan

- Beginning on January 1st, 2021, the District began offering enrollment in the SISC CompanionCare Medicare Supplement plan.



New Group Medicare Insurance Plan

- Beginning in 2022, the District will be offering enrollment in a new Group Medicare Insurance Plan...
 - **Mission:** Identify a Group Medicare insurance plan that improves the medical coverages and matches the prescription co-pays under the current Anthem PPO and HMO plans
 - **New Group Plan:** Anthem National PPO Medicare Advantage Plan
 - **Effective Date:** July 1st, 2022

Retireefirst

- Beginning July 1st, 2022, the District has elected to offer an Anthem PPO Medicare Advantage plan as the group Medicare insurance plan option.
- This plan is a group PPO Medicare advantage plan which is different from individual Medicare advantage plans. Individual Medicare advantage plans are typically HMO's with restrictive networks and primary care physicians. This group plan is a custom plan designed to match and improve the current levels of coverage offered by the Anthem HMO and Anthem PPO.
- RetireeFirst is the administrator for the plan and serves as a retiree advocacy service. RetireeFirst is NOT the medical carrier and does not approve or deny medical services.
- RetireeFirst will market the plan annually and ensure that retirees are given prompt support for any needs while participating in the group Medicare insurance plan

Medicare Penalties

Part A Premiums (Per Person)

Medicare Part A Premiums

- **Premium-Free Part A:** If you have paid into social security for 10 years or 40 calendar quarters then you receive Part A at no-cost

- Less than 10 years....
 1. Purchase Part A - *Monthly premium is \$417 in 2021 (Late penalties may apply)*
 2. Qualify via spouse (if they have 40 calendar quarters or 10 years of work) if the following is true:
 - Must be married for at least one year before applying or married for at least 10 years if divorced and single

Part A Penalties

Part A Penalties

Late Enrollment Penalty

- If you have to buy Part A, and you don't buy it when you're first eligible for Medicare, your monthly premium may go up 10%. You'll have to pay the higher premium for twice the number of years you didn't sign up.

Part B Premiums (Per Person)

Medicare Part B Premiums

If your yearly income in 2019 (for what you pay in 2021) was			You pay each month (in 2021)
File individual tax return	File joint tax return	File married & separate tax return	
\$88,000 or less	\$176,000 or less	\$88,000 or less	\$148.50
above \$88,000 up to \$111,000	above \$176,000 up to \$222,000	Not applicable	\$207.90
above \$111,000 up to \$138,000	above \$222,000 up to \$276,000	Not applicable	\$297.00
above \$138,000 up to \$165,000	above \$276,000 up to \$330,000	Not applicable	\$386.10
above \$165,000 and less than \$500,000	above \$330,000 and less than \$750,000	above \$88,000 and less than \$412,000	\$475.20
\$500,000 or above	\$750,000 and above	\$412,000 and above	\$504.90

Part B Penalties

Part B Penalties

Late Enrollment Penalty

- **Those who don't enroll when first eligible will receive a 10% penalty for each 12-month period they could've had Part B but didn't sign up.**
 - ✓ Penalty remains for as long as you have Part B
 - ✓ There is no cap on penalty
- Penalties will begin to be assessed when the plan becomes effective on July 1st, 2022
- Example:
 - Your Initial Enrollment Period ended December 2016. You waited to sign up for Part B until March 2019 during the General Enrollment Period. Your coverage starts July 1, 2019. Your Part B premium penalty is 20% of the standard premium.

Penalty Reimbursement

Medicare Penalty Reimbursement

- On August 9th, 2021, the Board of Trustees of the Rancho Santiago Community College District voted to reimburse 100% of the late enrollment penalties for those retirees and their Medicare eligible dependents who were not yet enrolled in Medicare.
- The penalties will be reimbursed for as long as the retiree (and their Medicare eligible dependent) is eligible for retiree benefits as specified in the applicable collective bargaining agreement or board policy.
- The retirees and their Medicare eligible dependents will be responsible for paying the Medicare premiums for Part A, B, and D.
- All Medicare penalties and premiums will **begin in July 2022**

Frequently Asked Questions

How does dental coverage compare?

- The current retiree dental benefits will not be impacted by the Group Medicare insurance plan
- Dental coverage will still be available through the MetLife dental plan and the DeltaCare USA HMO plan

How does vision coverage compare?

- Anthem Advantage plan includes vision coverage as shown below. If the coverage is sufficient retirees can consider this as an alternative to the vision options through VSP.

Carrier Name	<u>VSP - CIGCS</u>		<u>Anthem - RetireeFirst</u>	
Plan Name	Choice 12/12/12		Anthem Blue View Vision	
Eligible Class	Active and Retirees		Retirees	
Network	VSP	Non-Network	Anthem	Non-Network
General Plan Information				
Copay				
Examination and Glasses	\$10 Copay	up to \$50	\$0 Copay	\$0 Copay
			(Limited to a \$70 maximum benefit)	
Benefit Frequency				
Examination	12 months		12 months	
Lenses	12 months		24 months	
Frames	12 months		24 months	
Covered Services				
Frames	\$150 allowance	up to \$70	Eyewear limited to a \$100 maximum benefit (includes prescription glasses, lenses, frames and contacts)	Eyewear limited to a \$100 maximum benefit (includes prescription glasses, lenses, frames and contacts)
Lenses				
Single Vision Lenses	\$0	up to \$50		
Bifocal Lenses	\$0	up to \$75		
Trifocal Lenses	\$0	up to \$100		
Contact Lenses				
Medically-Necessary	\$0	up to \$210		
Elective	\$140 allowance	up to \$90		

What happens if my doctor doesn't accept Medicare?

- **Anthem to Anthem:** For those who already utilize an in-network Anthem provider there is little to no expected disruption as these providers would continue to bill Anthem directly under the Anthem PPO National Medicare Advantage plan
- If a provider says they don't take Medicare it is important to clarify:
 - Advise the provider that this is a PPO plan. Members of this plan can see any care provider who participates in Medicare and accepts the plan, whether or not they participate in the Anthem network.
 - If the provider accepts Medicare, but is not willing to bill Anthem, you may obtain services, and will receive 100% reimbursement from Anthem.
 - If the provider is a Non-Participating Provider and does not accept Medicare your services will not be covered. Only 4% of providers don't participate.

What happens to actives/early retirees?

- Actives and early retirees (65 and under) will still be enrolled in the current Anthem PPO, Anthem HMO, and Kaiser plan
- When active and early retirees approach the age of 65 they will be notified and instructed on the Medicare enrollment process and what they will need to sign up for

What happens to those on the CompanionCare plan?

- **Enrollment:** Existing CompanionCare members will be automatically enrolled in the new Group Medicare Insurance plan effective on July 1, 2022. No action is required and new medical cards will be distributed for members to show their medical providers.
- **Coverage:** The new plan will provide increased coverages and lower prescription co-pays which should help reduce out of pocket costs
- **Network:** Both CompanionCare and the new plan utilize the Medicare network so there should be zero disruption in providers

What happens to eligible dependents?

- **Eligible Underage Dependents:** For eligible underage dependents they will continue to enroll on the District's active plans
- **Eligible Overage Disabled Dependents:** : For eligible overage disabled dependents they will continue to enroll on the District's active plans
- **Spouses:** For eligible spouses who are not Medicare age they will continue to enroll on the District's active plans

RetireeFirst

Retireefirst™



Helping to Preserve the Future of Medicare Retiree Health Benefits



Brenda Cresap – Regional Director
October 4, 2021

- Retiree First designs and services retiree only healthcare plans specifically for the public sector marketplace. We are solely focused on retiree healthcare and work to not only preserve benefits but to improve the retirement experience for Medicare retirees. Not only is this our core competency, but it is also passion that permeates throughout our entire company.
- Specialize in evaluating, implementing, administering and servicing Medicare health plans.
- Servicing the post-retirement group marketplace since 2005 with 100% client retention!

- Dedicated Team of Retiree Advocates assigned to Rancho Santiago Community College District
- Dedicated Rancho Santiago CCD Retiree Advocacy Phone Number
- All calls answered by a live team member 8am – 5pm PST
- After hours emergency line available



- ✓ **General Questions** – Plan design, copays, drug look up, personal information updates, provider assistance, lost ID cards, etc.
- ✓ **Provider & Pharmacy Support**- Real time pharmacy and physician assistance.
- ✓ **SSI & CMS Support** – Interface directly with Social Security and Medicare on members behalf for everything from enrollment in Medicare to solving any issues.

Service Assistance

- | | | |
|------------------------|-----------------------------------|-----------------------|
| • ID Card Replacements | • Lower Cost Drugs | • Billing Questions |
| • Address Change | • Wellness Appointment Scheduling | • Formulary Questions |
| • Medicare Confusion | • Travel Questions | • CMS Plan Documents |

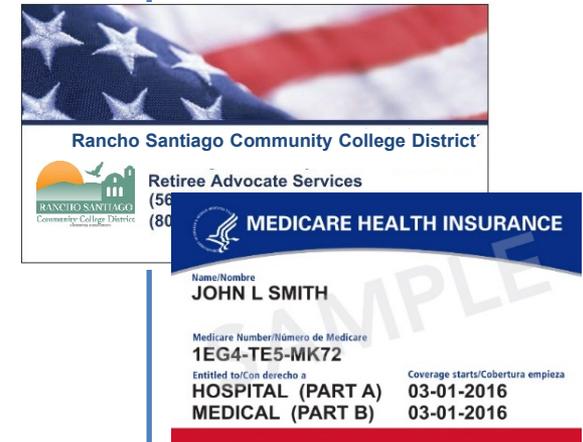
*MEMBERS WHO HAVE NOT COMPLETED MEDICARE ENROLLMENT

What You Will Receive in the Mail by End of October:

- Letter introducing the Retiree First program and upcoming changes beginning in July
- Magnet with the Retiree First RSCCD dedicated phone number

You will be contacted by Retiree First in December to review the enrollment process and we will answer all your questions.

- Retirees will be assisted with entire enrollment process during the Medicare General Enrollment Period Jan. 1 – Mar. 31, 2022
- Retiree First will help you determine if you are responsible for a Late Enrollment Penalty and coordinate with the District to facilitate reimbursements.



** Does not apply to members enrolled in Companion Care Plan*

Medicare Part D Prescription Drug Coverage

- You will be automatically enrolled in Part D when you enroll in the District's Group Medicare Insurance Plan.
- Unlike with Parts A and B, you sign up for Part D directly with your plan. Part D is not offered by Medicare or Social Security.



National Passive PPO Medicare Advantage Plan

Who's Eligible? – Post 65 Retirees/Spouses enrolled in Medicare Parts A & B and Medicare enrolled disabled.

- Letter with plan information and FAQ will be mailed out in April
- No Enrollment Forms to Complete. All retirees on Medicare Parts A & B will be automatically enrolled

- ✓ Fully Insured National Group Plan
- ✓ No Networks – Members can seek care from any doctor that accepts Medicare
- ✓ Countrywide Portable Plans
- ✓ Rx plan includes Lifestyle and Non-Part D Drugs
- ✓ One ID Card for Medical and Pharmacy
- ✓ Same plans & rates available to District Paid & Self-Paid Members





NEW PLAN AS OF JULY 1, 2022

Deductible	None
Primary & Specialists Visits	\$0
Ambulance	\$0
Emergency Room & Urgent Care	\$0
Inpatient Hospital	\$0
Outpatient Surgery	\$0
Skilled Nursing Facility (Days 1 – 100)	\$0
Durable Medical Equipment	\$0
Preventative Care	\$0
Vision	\$0 for exams, every 12 months \$100 Material Allowance every 24 months
Hearing	\$1,500 Hearing Aid Allowance per ear every 12 months
Fitness Program	Silver Sneakers gym membership and fitness program



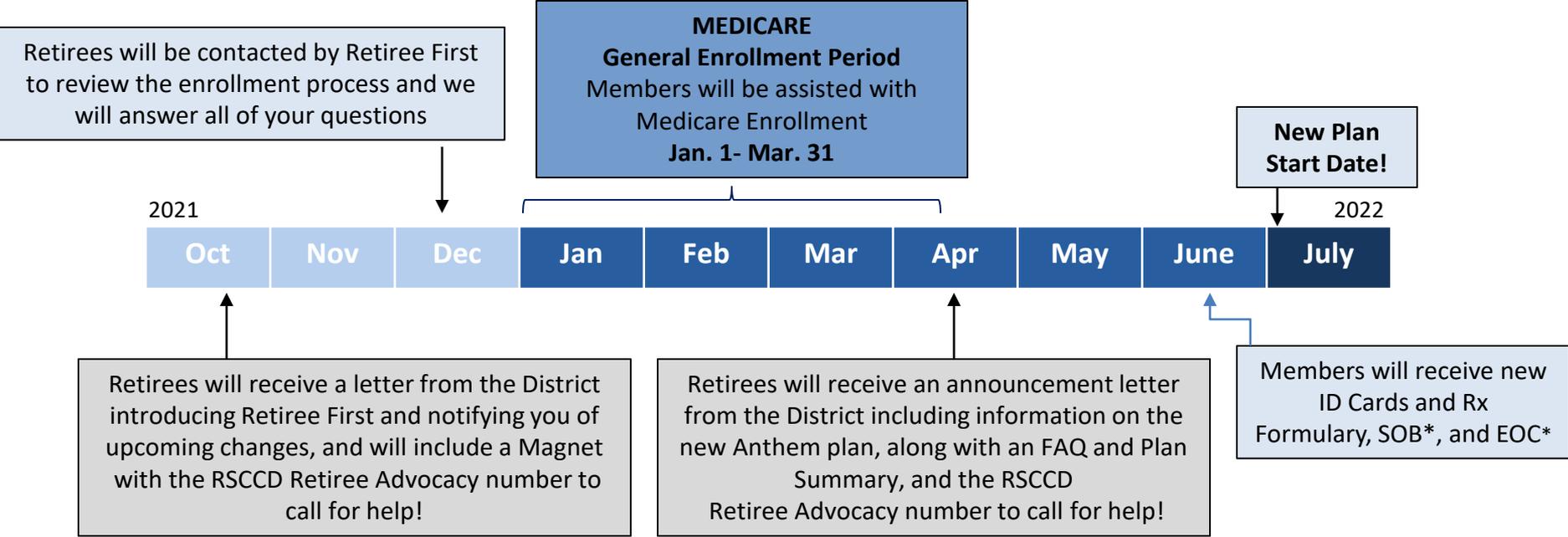
NEW PLAN AS OF JULY 1, 2022

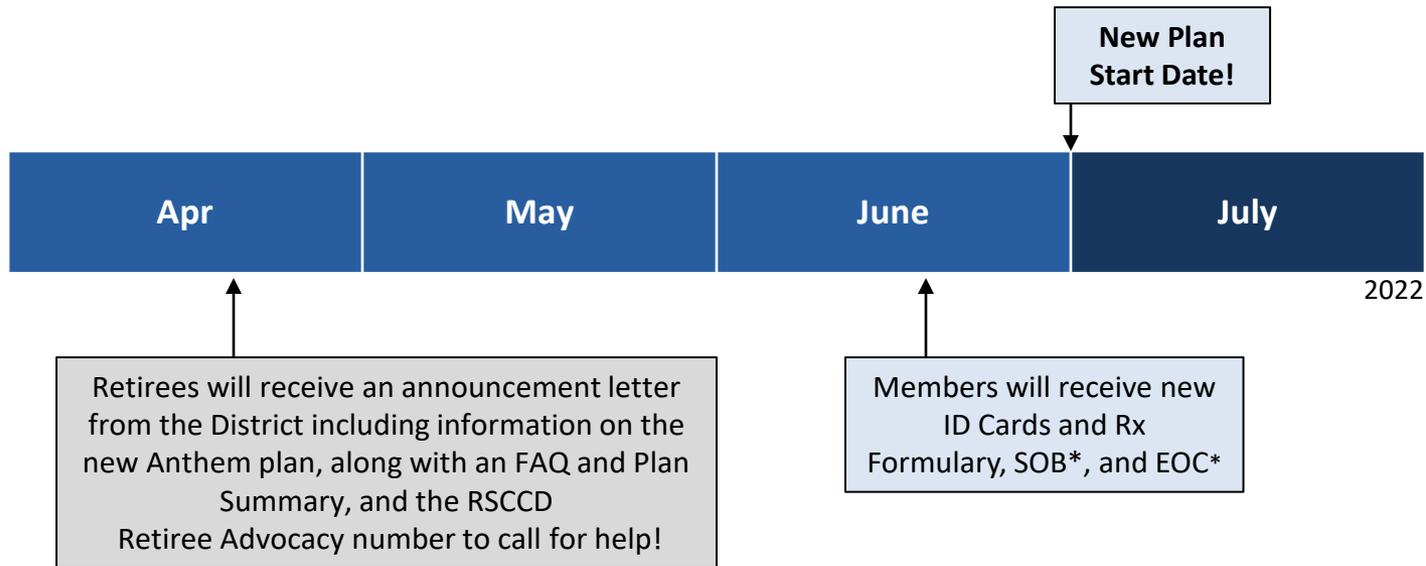
30 Day Retail

Select Generics	\$0
Generics	\$5
Brand	\$15
Non-Preferred Brand	\$30

90 Day Mail Order

Select Generics	\$0
Generics	\$10
Brand	\$30
Non-Preferred Brand	\$75





Thank you for the opportunity to speak with you today!



Retireefirst