## 2024 Health Insurance

**Becoming Medicare Eligible** 



Plan Year: January 1 - December 31, 2024

## **TODAY'S AGENDA**

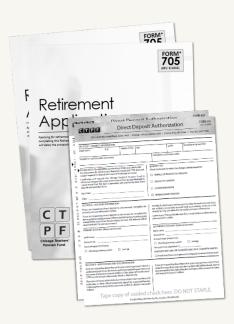
- Understanding Medicare
- CTPF health plan options
- Q & A

## **SUBMITTING DOCUMENTS**

The best way to send documents to CTPF is electronically:

- Fax to 312.641.7185 or
- Email with attachment to imaging@ctpf.org

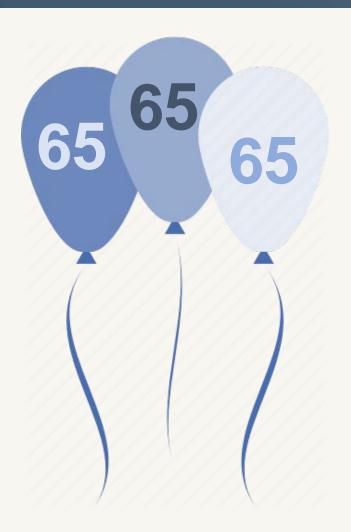
We highly encourage electronic document submission. You may also mail documents. If you mail your documents, please allow for any delay in USPS delivery.





## **AGE 65: A MILESTONE BIRTHDAY**

- You are Medicare eligible!
- Your current CTPF health insurance coverage ends at the end of the month before your 65th birthday
- Your current CPS COBRA health insurance coverage ends at the end of the month before your 65th birthday
  - Please contact Payflex to terminate your CPS COBRA due to your Medicare entitlement.



## **YOUR ACTION IS REQUIRED!**

#### **Enroll in Medicare Part A and Part B**

 Medicare is now your primary insurance; CTPF plans help pay the portion of claims that are not paid by Medicare

### **Enroll in a CTPF-sponsored health insurance plan**

- UHC PPO or Humana HMO Medicare Advantage plans
- \*New for 2024: Cigna Surround Group Supplement plan

## Submit a new enrollment form (350) and proof of Medicare enrollment to CTPF before the month of your 65<sup>th</sup> birthday.

 CTPF helps you pay for Medicare premiums by subsidizing 60% of the cost for 2024

### HOW TO ENROLL IN MEDICARE

Online Enrollment (go to www.medicare.gov)



- Contact Social Security Monday Friday from 9 am to 4 pm except Federal holidays
- Your 40 quarters Medicare alone or Medicare and Social Security
  - Someone else's 40 quarters BOTH Medicare and Social Security
- Usually 4-6 week turnaround. Consider USPS delays



## **SOCIAL SECURITY ADMIN COVID-19**



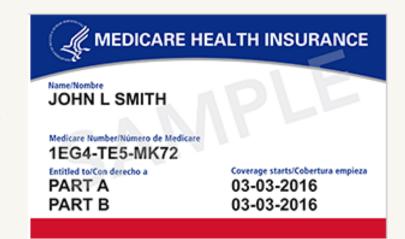
- Since COVID, the Social Security Offices are highly encouraging online and phone service
- Online services are availablevisit https://www.ssa.gov
- If unable to process enrollment online, contact your local Social Security office (check hours available)

### UNDERSTANDING MEDICARE

### Medicare consists of several parts:

Part A and Part B are known as "Original Medicare"

- Eligible at age 65
- Enrollment begins 3 months before your 65<sup>th</sup> birthday
- Enrollment is reflected on traditional Medicare card



## ORIGINAL MEDICARE PART A – HOSPITAL INSURANCE

- Part A helps pay for inpatient hospital care, skilled nursing facilities, hospice, and home health
- Part A free for most by paying into Medicare

Your own working record (40 quarters or "credits" = 10 years )

or qualifying through spouse or ex-spouse working record

 Teachers who didn't pay Medicare taxes must pay for all or part of Medicare Part A premium



## ORIGINAL MEDICARE PART B -**MEDICAL INSURANCE**

- Part B covers physician visits, outpatient services, preventive services including screening tests
- Everyone pays for Part B coverage
- CTPF helps you pay for Medicare premiums by subsidizing 60% of the cost



## WHAT DOES MEDICARE COST? 2024 MEDICARE PREMIUMS

### **PART A: Hospital Insurance**

### **Monthly Premium**

**40 quarters** ----- \$0

**30-39 quarters** ----- \$278 **0-29 quarters** ----- \$505

#### **PART B: Medical Insurance**

**2024 Monthly Premium** 

\$174.70

(CTPF subsidy is \$103.02\*\*)

\*\* Subsidy based on \$171.70

#### **PLEASE NOTE:**

CTPF subsidizes 60% of Medicare Part B base premiums

\* No Medicare Part A subsidy if pension effective date is 7/1/16 or later

### PAYING YOUR MEDICARE PREMIUM

### If you qualify for FREE Part A

### Pay directly to Medicare

- Monthly bill from Medicare
- Sign up for Medicare Easy Pay® program
  - Medicare Part B premium automatically deducted from savings or checking free of charge
  - Easy way to make sure your Medicare premium gets paid on time

### **Social Security Deduction**

 Social Security check, the Part B premium is automatically deducted, no need for EASY PAY

NOTE: CTPF helps you pay by adding a subsidy (\$103.02 in 2024) to your monthly pension benefit (60% of Part B cost).





Thank you for your interest in Medicare Easy Pay. By completing and returning the Authorization Agreement for Preauthorized Payments form (SF-5510), you're authorizing the Centers for Medicare & Medicaid Services (CMS), the Federal agency that runs the Medicare program, to deduct your monthly Medicare premium from your bank account. This notice tells you what happens once you complete and return the form.

#### What information do I need to put on the form?

The form asks for basic information about you and your bank (also called a financial institution). Have your red, white, and blue Medicare card and a blank check from your bank account with you when you fill out the form.

#### Here are some tips to help you complete the form:

- The "Agency Name" should be "Centers for Medicare & Medicaid Services".
- . The "Individual/Organization Name" is your name the way it looks on your Medicare
- Your "Agency Account Identification Number" is your 11-character Medicare Number from your Medicare card.
- · The "Type of Payment" should be "Medicare Premiums".
- · Your "Nine-Digit Routing Number" is the number from the bottom left corner of your
- · The "Account Title" is the name of the checking or savings account holder.
- The "Account Number" is the checking or savings account number (don't use spaces or
- . The "Signature and Title of Representative" should be completed only if someone at your bank helps you complete the form.

If you're using a checking account to pay your premiums, attach a blank, voided check. We'll use it to validate the Routing and Account numbers you provided on the form.

#### Where do I send the completed form?

Centers for Medicare & Medicaid Services Medicare Premium Collection Center P.O. Box 979098 St. Louis, MO 63197-9000

#### Website:

www.medicare.gov/medicareeasy-pay



### PAYING YOUR MEDICARE PREMIUM



### If you PAY for Part A

You will need to determine if you pay for Part A



2 If enrolling in CTPF health plan, you must enroll in CTPF MedPay



Forms will be sent to you (or access via <a href="https://www.ctpf.org">www.ctpf.org</a> under Forms)



## CTPF's MEDPAY PROGRAM

- CTPF's MedPay program takes over responsibility and sends payment of your monthly Part A and Part B premiums to Medicare on your behalf
- You <u>must</u> complete the CTPF <u>MedPay</u> Authorization (Form 301) and make 1st payment to Medicare
- Because CTPF pays 100% of your Medicare premium costs to Medicare for you, CTPF <u>deducts</u> 40% of Medicare Part B premium costs from your pension benefit (your share of costs in 2024 after 60% subsidy is applied)





Chicago Teachers' Pension Fund 425 S. Financial	Place, Suite 1400   Cl Fax 312.641.7185		plete <u>ONL</u>	Lif Paying Medi	(REV. 8/2023)	
SECTION 1: PERSONAL IDENTIFICAT	TON					
Member Name: First	M.I.	Last		Last 4-digits	its SSN/Member ID:	
Mailing Address: Street		Apt. or Unit no.				
City	State	Zip	Email Address:			
Member's Birth Date:	Telephone Nun	nber: (with area code)			☐ Male ☐ Female	
SECTION 2: MEDICARE INFORMAT	TION					
MEDICARE NUMBER (Flease refer to your Medicare card)	PA	PART A EFFECTIVE DATE (MM/DD/YYYY)			PART B EFFECTIVE DATE (MM/DD/YYYY)	
SECTION 3: PROGRAM ENROLLM	ENT					
Part A to enroll in this program.  CTPF retirees who pay for Medicare Part A must enroll in MedPay+.  2. To enroll, make your first Medicare Part. IRMAA* (if applicable) premium paymer for Medicare and Medicaid Services (CN 3. Please send CTPF this form and the req noted below.  + CTPF will not subsidize Part A premiums for benefit effective date of July 1, 2016, or la  SECTION 4: REQUIRED DOCUMEN	paymen  5. Your sha subsidy/ on the t deduction ters this pro Medicar on High ince to Incom and Part ension PROHIB	Part A, Part B, and Part B IRMAA* (if applicable) premium payments directly to CMS on your behalf.  5. Your share of the premium payment (after CTPF premium subsidy) will be deducted from your pension benefit. Depending on the timing of this deduction, you may experience a double deduction from your pension check. Per the requirements of this program, any refunds owed to the member will be paid by Medicare and NOT by CTPF.+  * High income earners as determined annually by the SSA are subject to Income Related Medicare Adjustment Amounts (IRMAA) for Part B and Part D coverage, in addition to Medicare premiums. Federal law PROHIBITS CTPF from making Part D IRMAA payments on your behalf (recommend using EasyPay - visit Medicare.gov).				
Important: Your application will not be pr		ne required documentat	ion. Immed	liately after mak	ing your first Medicare	
premium payment to CMS, send this forn  1. A copy of your first CMS-issued Notice Payment Due.	n and the following	um 2. Proof of		remium paymen	nt. This is usually a copy of	
SECTION 5: CTPF MEDICARE PREM	NIUM PAYMENT	TS ON YOUR BEHAL	F			
<ol> <li>Once CTPF receives this completed form and the required documentation, we will initiate the process of making Medicare Part A, Part B, and Part B IRMAA (if applicable) payments to CMS on your behalf. You <u>MUST</u> continue to pay your Part D IRMAA directly to Medicare.</li> </ol>		dicare DO NOT to CMS instructi	2. If you receive a second Medicare premium payment bill from CMS, DO NOT PAY the bill until you have contacted CTPF for further instructions. (In rare instances, because of timing, you may be required to make more than one payment directly to Medicare).			
ACKNOWLEDGEMENT OF RESPO	NSIBILITY AND I	INTENT				
I, PRINT NAM pay Medicare Part A, Part B, and Part B D as determined by the federal governm (You will be billed for this amount direct)	IRMAA premium nent, I am respons		half. I und	erstand that if I	Teachers' Pension Fund to am subject to IRMAA Part	
Retiree Signature				Date		



## HIGH INCOME EARNERS PAY EXTRA FOR MEDICARE (IRMAA)

## For 2024 Part B IRMAA, if your "Adjusted Gross Income" in 2022 was:

If your yearly income in 2022 (for wh	You pay each month (in		
File individual tax return	File joint tax return	File married & separate tax return	2024)
\$103,000 or less	\$206,000 or less	\$103,000 or less	\$174.70
above \$103,000 up to \$129,000	above \$206,000 up to \$258,000	Not applicable	\$244.60
above \$129,000 up to \$161,000	above \$258,000 up to \$322,000	Not applicable	\$349.40
above \$161,000 up to \$193,000	above \$322,000 up to \$386,000	Not applicable	\$454.20
above \$193,000 and less than \$500,000	above \$386,000 and less than \$750,000	above \$103,000 and less than \$397,000	\$559.00
\$500,000 or above	\$750,000 or above	\$397,000 or above	\$594.00

## HIGH INCOME EARNERS PAY EXTRA FOR MEDICARE (IRMAA)

## For 2024 Part B IRMAA, if your "Adjusted Gross Income" in 2022 was (continued):

\* You will be direct-billed by CMS for Part B premiums and Part B IRMAA amounts unless you do not qualify for free Medicare Part A – then CTPF takes over payments of Medicare Part A and Part B premiums, as well as Part B IRMAA amounts (see Form 301 for instructions)

\*\* If you do <u>not</u> receive a Social Security benefit or one large enough to cover the IRMAA amount for Medicare Part D, CMS will always direct-bill you for this amount

\*\*\* Even if you enroll in CTPF MedPay, we cannot pay your Part D IRMAA. This is always the member's responsibility.

### MEDICARE PAYMENT SUMMARY



#### Free Medicare Part A

- ✓ You pay Medicare directly for Part B
- ✓ CTPF *subsidizes* Part B in your pension check

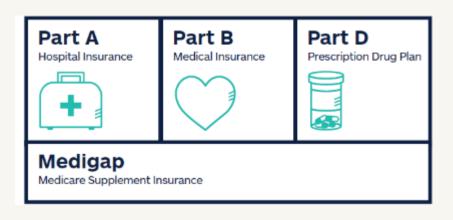
### You pay for both Medicare Part A and Part B

- ✓ Enroll in CTPF **MedPay**
- ✓ CTPF pays Medicare for Part A & Part B
- ✓ CTPF subsidizes Part B in your pension check (and if your pension effective date was prior to 7/1/2016, Part A will be subsidized)

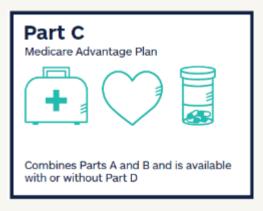
## OTHER "PARTS" OF MEDICARE

- \*Part C plans also known as Medicare Advantage plans
  - Replaced Original Medicare and administered by insurance companies
  - Covers doctors, hospitals and often prescription drugs
  - Must be enrolled in Part A & Part B
- Part D plans are prescription drug plans
  - Administered by insurance companies
  - Must be enrolled in Part A & Part B

All CTPF
Medicare
plans <u>include</u>
a Medicare
Part D plan







## CTPF PLANS FOR MEDICARE ELIGIBLE MEMBERS

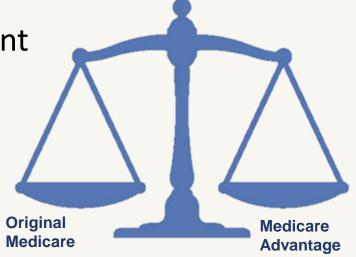
UnitedHealthcare Medicare Advantage PPO (UHCMA)

Humana Group Medicare HMO

Cigna Surround Group Supplement

(new for 2024)





### MEDICARE ADVANTAGE PLANS

### **Common Misconceptions**

- Limited Networks, Limited Coverage
- No Out of Network Benefits

### **Comments from Members**

- "Not as good as Supplement Plan"
- "Not as good as Plan F"
- "I wanted Plan G"
- "What's the catch?"

### **CTPF Medicare Advantage Plans**

- Custom designed Group Medicare Advantage Plans
- Must cover at a minimum what Medicare covers, and often they cover more
- Retiree health is in their best interest-WIN/WIN

## CTPF PLANS FOR MEDICARE ELIGIBLE MEMBERS

COVERAGE

- Comprehensive medical and prescription drug coverage
- Guaranteed enrollment
- Can change plans every year during Open Enrollment
- Fitness program included
- Telehealth option

**Reminder:** <u>DO NOT</u> enroll in additional Medicare Part D prescription drug insurance or you will lose <u>ALL</u> CTPF medical and prescription coverage

# MEDICAL PLANS: UHC Medicare Advantage PPO (UHCMA)

- Nationwide coverage: use <u>any</u> medical provider that accepts Medicare;
  - In- and out-of-network benefits are the <u>same</u>
- \$175 Deductible, then plan pays 100%
- \$50 Emergency room copay, waived if admitted
- Urgent care paid at 100%
- Foreign travel emergency coverage
- Covers additional services that original Medicare does not cover
- Express Scripts Medicare D plan included

# MEDICAL PLANS: UHC—Medicare Advantage PPO (UHCMA)

### **Additional Benefits**

- \$60/quarter Over-the-Counter (OTC) benefit
  - Purchase items via a catalog or online free shipping
  - Members receive quarterly balance letter & catalog in mail
- Annual routine hearing exam
- Hearing aid allowance (\$1,000 every 3 years save 30-50% on hearing aids
- Annual physical exam (\$0 copay) exam is more comprehensive than standard Medicare covered exam

# MEDICAL PLANS: UHC— Medicare Advantage PPO (UHCMA)

### **Additional Benefits**

- Wellness Incentives Earn gift cards from national and local retailers by performing wellness activities throughout the year
- Renew Active (an enhanced Silver Sneakers' plan)
  - See <a href="https://uhcrenewactive.com/home">https://uhcrenewactive.com/home</a> for more information
- HouseCalls program
- Steps Tracking
- Vision discounts and benefits at participating providers:
  - Routine eye exam (\$0 copay)
  - \$300 Frame allowance every 2 years for eyeglass frames and/or contact lenses

# PRESCRIPTION DRUG PLAN (with UHCMA): Express Scripts

#### Preferred Value Network Pharmacy\*

(up to 31-Day supply)

\$10 Generic copay

\$30 Preferred brand copay

\$50 Non-preferred brand copay

\$50 Specialty drugs

#### Preferred Value Network Pharmacy\*

(up to 90-Day Supply)

\$25 Generic copay

\$75 Preferred brand copay

\$125 Non-preferred brand copay

\$125 Specialty drugs

#### Express Scripts Mail Order (up 90-Day Supply)

\$20 Generic copay

\$60 Preferred brand copay

\$100 Non-preferred brand copay

\$100 Specialty drugs



\*Non-preferred network copays are \$5 more than Preferred Value Network copays







Mail Order (2X): (\$20/\$60/\$100/\$100)





# MEDICAL PLANS: Humana Group Medicare HMO (Medicare Advantage)

- Traditional HMO (requires use of network providers)
- Select Primary Care Physician (PCP) in plan network
- Referrals required for all specialty care
- Chicago metro area (Cook, DuPage, Kankakee, Kane, Kendall, Lake, McHenry & Will counties) plus limited areas in AL, AZ, CA, CO, FL, IN, KS, LA, MO, MS, NC, NM, NV, PR, TN, TX, and UT (Please contact Humana for additional coverage areas)
- No deductibles
- \$10 PCP office visit copayment; \$25 copay specialist
- Inpatient \$150 copayment, 1st five days per admission
- Use Humana enrollment form

## MEDICAL PLANS: Humana Group Medicare HMO (Medicare Advantage)

- Foreign travel emergency only
- Preventive care covered at 100% after Medicare pays
- ER \$50 copay, waived if admitted within 24 hours
- Prescription coverage through Humana Part D Pharmacy

# MEDICAL PLANS: Humana Group Medicare HMO (Medicare Advantage)

- Prescription drug formulary includes all generics and brand name drugs approved by Medicare
- Non-preferred brand name drugs covered at higher cost
- No coverage gap
- Retail 30 day supply:
  - Preferred generics: \$5
  - Non-preferred generics or preferred brand: \$30
  - Non-preferred brand: \$45
  - Specialty drugs: 25% with \$150 maximum per Rx
- 90-day supply:
  - Retail (3X): (\$15/\$90/\$135)
  - Mail Order (2X): (\$0/\$60/\$90)

## MEDICAL PLANS: Cigna Surround Group Supplement – Mirrors Plan G \*NEW for 2024

- This plan is only available to those who turned 65 years old on or after 1/1/2020
- Medicare Part B deductible must be paid and then the Plan pays 100% after Medicare for covered services
  - CMS sets deductible annually For 2024, the Med B deductible is \$240
- Use any medical provider nationwide that accepts Medicare
- Preventive care, urgent care and ER visits are covered at 100% after deductible
- Foreign travel emergency available
- Program provides a \$28 a month gym membership
- Prescription coverage through Express Scripts Medicare (PDP) enhanced Medicare Part D plan

## PRESCRIPTION DRUG PLAN (with Cigna): Express Scripts

#### Preferred Value Network Pharmacy\*

(up to 31-Day supply)

\$10 Generic copay

\$30 Preferred brand copay

\$50 Non-preferred brand copay

\$50 Specialty drugs

#### Preferred Value Network Pharmacy\*

(up to 90-Day Supply)

\$25 Generic copay

\$75 Preferred brand copay

\$125 Non-preferred brand copay

\$125 Specialty drugs

#### Express Scripts Mail Order (up 90-Day Supply)

\$20 Generic copay

\$60 Preferred brand copay

\$100 Non-preferred brand copay

\$100 Specialty drugs



\*Non-preferred network copays are \$5 more than Preferred Value Network copays







Mail Order (2X): (\$20/\$60/\$100/\$100)





## **2024 RETIREE PREMIUMS**

### **Subsidy = 60% of Total Cost (Member pays 40%)**

PLANS	2024
UnitedHealthcare Group Medicare Advantage PPO with Express Scripts Medicare (PDP)	\$72.17
<b>Humana Group Medicare HMO</b> with Part D Pharmacy	\$52.34
Cigna Supplement Group Supplement with Express Scripts Medicare (PDP)	\$135.90

## 2024 DEPENDENT PREMIUMS

### 100% of Total Cost (No Subsidy)

PLANS	2024
UnitedHealthcare Group Medicare Advantage PPO with Express Scripts Medicare (PDP)	\$180.42
<b>Humana Group Medicare HMO</b> with Part D Pharmacy	\$130.84
Cigna Supplement Group Supplement with Express Scripts Medicare (PDP)	\$339.73

## **AGE 65 & OVER PREMIUMS**

### You will have 2 premiums

- 1. CTPF health insurance plan (includes Medicare D)
- 2. Medicare A & B

#### You will have 2 subsidies

- 1. CTPF health insurance plan (includes Medicare D)
- 2. Medicare Part B



## **COUPLE COVERAGE**

### Want CTPF Coverage for You and Your Spouse?

### **Both Medicare Eligible:**

Both member and spouse must enroll in the <u>same</u>
 CTPF Medicare health insurance plan

### One Non-Medicare and One Medicare Eligible:

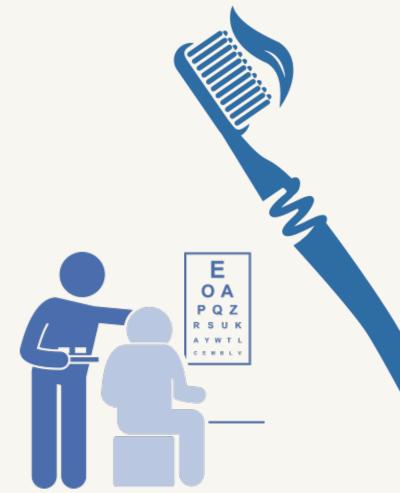
 Both member and spouse must enroll in a corresponding Medicare health insurance plan

Each family member must complete a separate application (Form 350)



## **VISION & DENTAL COVERAGE**

- CTPF does <u>not</u> offer vision or dental insurance
- Vision and Dental plans may be available through:
  - Retired Teachers Association of Chicago (RTAC)
  - Purchased independently



Contact RTAC at www.rtac.org

### ILLUSTRATIVE COST COMPARISON

(Does not reflect premium for Medicare Part A)
Illustration Only

2024 rates used	Pre 65 CPS COBRA HMO	Pre 65 BCBS HMO	Post 65 UHCMA PPO	Post 65 Humana HMO	Post 65 Cigna Surround
Monthly Pension Amount	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00
Monthly Health Insurance Premium Cost	(\$730.32)*	(\$1,095.15)	(\$180.42)	(\$130.84)	(\$339.73)
Monthly CTPF Health Insurance Subsidy;	\$438.19	\$657.09	\$108.25	\$78.50	\$203.83
Medicare B Premiums*	N/A	N/A	(\$174.70)*	(\$174.70)*	(\$174.70)*
Medicare B Subsidy	N/A	N/A	\$103.02	\$103.02	\$103.02
<b>Net Monthly Pension</b>	\$3,438.19	\$2,561.94	\$3,030.85	\$3,050.68	\$2,967.12

Note: Does not reflect AAI, Federal taxes or other additions or withholdings. CTPF subsidies can change at anytime.

<sup>\*</sup> Amount not part of calculations above – 2024 rate used

### **NEXT STEPS**

- Enroll in Medicare Parts A & B (go to <u>www.medicare.gov</u> for details) <u>three</u> months before turning age 65
- 2. Attain your Medicare card (or award letter)
- Return completed enrollment form(s) to CTPF
   30 days before turning age 65 (<u>NOT</u> to the insurance carrier)
  - Form 350 required for all plans
  - Humana requires an additional application (call Member Services for a copy)



## **IMPORTANT REMINDERS**



- CTPF, Social Security Administration, and the Centers for Medicare & Medicaid Services (CMS) NEVER sends junk mail! Always read and take action if necessary – your health could depend on it!
- Keep CTPF informed of <u>any</u> address, email or phone number changes (and notify Social Security Administration (<u>www.ssa.gov</u>) even if you do not receive Social Security benefits)



## **IMPORTANT REMINDERS**



- Open Enrollment occurs every October review your Health Insurance Handbook for any changes to benefits
- You can begin the enrollment process in a CTPF health plan even if you do not yet have Medicare
- CTPF is advising all members who receive benefits to sign up for direct deposit as soon as possible in an effort to ensure timely receipt of benefit payments

### IMPORTANT ONCE ENROLLED

Once your Health Insurance is setup, two common mistakes members make which can result in a loss in coverage:

- 1) Failing to make timely Medicare Part B (or IRMAA B or D) payments OR
  - 2) Enrolling in an additional outside plan

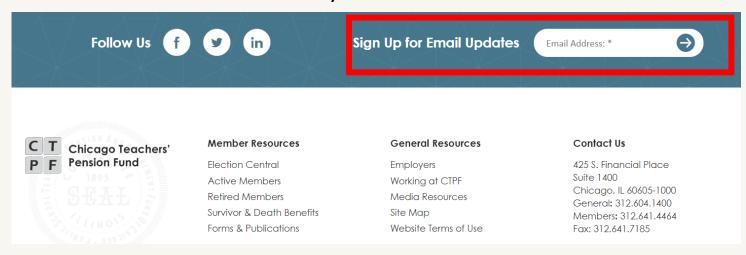
Please be sure **NOT** to make either of these mistakes

You will lose your CTPF coverage

## DON'T MISS IMPORTANT INFO

### Stay up-to-date on changes by having your email on file at CTPF

- Contact Member Services to update your email address: email <u>memberservices@ctpf.org</u>, or call 312.641.4464
- Submit documents to <u>imaging@ctpf.org</u> or via fax at 312.641.7185
- Register for email updates at <u>www.ctpf.org</u>
  - Scroll down to bottom and enter your email address



## DON'T MISS IMPORTANT INFO



Register for myCTPF | CTPF members who complete the one-time registration process can use myCTPF to securely access and download a 1099-R, pay advice(s) and view address/contact information on file with CTPF. Access the system from a "button" at <u>ctpf.org</u>, and use your CTPF Member ID to register. Pensioners can find their ID on a pay advice.

## DON'T MISS IMPORTANT INFO

### Stay up-to-date on changes online:

- Visit the CTPF website at <u>www.ctpf.org</u>
- Follow us on Facebook, Twitter, or LinkedIn





The best way to send documents, including <u>Health Insurance</u> <u>enrollment forms</u> or <u>any other submissions</u>, is by Fax to 312.641.7185 or attach to an email to <u>imaging@ctpf.org</u>

Chicago Teachers' Pension Fund 425 S Financial Place | Suite 1400 Chicago, Illinois 60601-1231 312.641.4464 p. 312.641.7185 f.

## Questions









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