



Aon Retiree Health Solutions

November 1, 2019

Website

Education/interactive content

- Our digital assistant “Birdie” is now live!
- Access Birdie from the home page. Birdie will walk you through Medicare basics and help recommend a plan type that works for you.

Update plan recommendations even more

- Compare to Current coverage feature is now live!
- If you can save money by switching your coverage, we’ll let you know and make switching plans easy. Just search for plans to see if you can save.

Personalized updates and simpler navigation

- Action Guide is now live!
- When you log in, you’ll be informed of any actions we think you should take, and can easily complete those actions before your appointment, or even start your plan search right away!

2020 Medicare Market

Medicare Annual Enrollment for 2020

- Begins October 15, 2019
- Ends December 7, 2019

Medicare Part A (2020 projections)

- Deductible: \$1,420, up from \$1,364 in 2019
- Premium: typically free for most beneficiaries

Part B (2020 projections)

- Deductible: \$197, up from \$185.00 in 2019
- Premium: \$144/30/month, up from \$135.50

USG enrollment mailings

- Renewal letters mailed week of 10/7
- Disruption letters starting mailing 10/9



Medicare IDs

- By now, all Medicare beneficiaries should have received their new Medicare ID card with their new Medicare Beneficiary ID (MBI).
 - Eliminates the old Social Security based HICN

2020 Medicare Advantage market

- Federal funding for Medicare Advantage remains stable
- CMS projects Medicare Advantage enrollments to reach 24.4M in 2020.
 - Currently at 23.2M (October 2019) - ~36% market penetration nationwide (MA Plan)
- The average premium for Medicare Advantage Prescription Drug Plan (MAPD) is projected to decline by approximately 14% from 2019 to 2020.
 - From \$26.87/month in 2019 to \$23.00/month in 2020.
- ~99% of all Medicare beneficiaries nationwide have access to at least one Medicare Advantage plan in 2020
 - An average of 39 plan choices per county – up from ~33 plans in 2019.
- Plan choices increasing nationwide by 414 plans to 3,148 in 2020.
 - Medicare beneficiaries will have access to an average of 28 Medicare Advantage plans in 2020 – up from 24 in 2019
- New/extra supplemental benefits on hundreds of 2020 plans
 - Such as over the counter allowances, telehealth services, adult care and caregiver support services

2020 Medicare Supplement – Rate Updates

Industry Average: Slightly higher adjustments than in previous years.

Anthem BCBS of GA

- Plan F: +9.5%
- Plan G: +4.0%
- Plan N: +4.0%

UnitedHealthcare/AARP – 1/1/20

- Plan F: +5.6%
- Plan G: +5.4%
- Plan N: +9.5%
- Silver Sneakers remains in GA & SC
- New fitness/wellness program in other key USG states called “At Your Best”
 - FREE gym memberships

Mutual of Omaha – 8/1/19

- Plans F and G increased 12%

Humana

- Moderate rate adjustments
 - Typically 5% – 8%

Aetna

- Plan F: 10% decrease
- Plan G: 20% decrease (UW required)
- Plan N: 20% decrease (UW required)

Cigna – 3/1/20

- Plan F: +7.0%
- Plan G: +12.6%
- Plan N: +10.9%

MACRA's Medigap Plan Impact

Benefits	Medigap Plans									
	A	B	C	D	F	G	K	L	M	N
Medicare Part A Coinsurance and hospital costs up to an additional 365 days after Medicare benefits are exhausted	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Medicare Part B Coinsurance or Copayment	✓	✓	✓	✓	✓	✓	50%	75%	✓	✓
Blood (first 3 pints)	✓	✓	✓	✓	✓	✓	50%	75%	✓	✓
Part A Hospice Care Coinsurance or Copayment	✓	✓	✓	✓	✓	✓	50%	75%	✓	✓
Skilled Nursing Facility Care Coinsurance			✓	✓	✓	✓	50%	75%	✓	✓
Medicare Part A Deductible		✓	✓	✓	✓	✓	50%	75%	50%	✓
Medicare Part B Deductible			✓		✓					
Medicare Part B Excess Charges					✓	✓				
Foreign Travel Emergency (Up to Plan Limits)			✓	✓	✓	✓			✓	✓
Out-of-Pocket Limit							\$5,240	\$2,620		

Medigap Availability Restrictions

- MACRA prohibits the sale of Plans C or F to individuals who become “Newly Eligible” for Medicare on or after January 1, 2020.
 - Plans D and G become the plans of choice for those “Newly Eligible”
- Medigap plans C and F remain available to individuals who became eligible for Medicare prior to January 1, 2020.

¹ American Association for Medicare Supplement Insurance. “Medicare Supplement Insurance Statistics and Data – 2018”. 2017 data.

Medicare Prescription Drug programs

- 100 percent of Medicare beneficiaries have access to stand-alone prescription drug plan (PDP)
- The average premium for a stand-alone Medicare Prescription Drug Plan (PDP) is projected to decline by approximately 6%.
 - From ~ \$31.83/month in 2019 to ~\$30.00/month in 2020.
- Carrier Movement
 - Aetna PDP business acquired by WellCare
 - Humana's Walmart Rx members migrated to Humana Premier Rx
 - Richer benefits and higher premiums
 - Special outreach to ensure suitability
- Coverage Gap (Donut Hole)
 - Coverage Gap is essentially closing
 - Members will pay no more than 25% of the cost of covered medications w/in the Gap
 - Brand Name AND Generic



Your Spending Account

- **Reminder: Catastrophic HRA Form Enhancement – 2019**
 - The Catastrophic HRA Activation form and claim form was combined into 1 document available on the website or by calling the service center.
- Balance reminder statements go out in February
- Changes and updates can be done on the YSA website
 - Turning claims on and off
 - Changing claim amount (not more than the original amount)
- Reminder – text message alerts for low balance and recent activity – must opt in

Catastrophic Health Reimbursement Account (CHRA)

The plan is available when a USG eligible retiree/spouse reach the catastrophic phase of Part D.

- Retirees with an extremely high usage of prescription drugs may reach the Medicare Part D catastrophic coverage limit
- To help these retirees, USG has created a special program called the Catastrophic Health Reimbursement Account (CHRA)
- USG funds the CHRA to cover the out-of-pocket prescription drug costs that the retiree/spouse is responsible for
- Retiree/spouse does not need to exhaust their base HRA prior to the Catastrophic HRA reimbursing any Rx expenses