



**PENNSYLVANIA'S STATE SYSTEM *of* HIGHER EDUCATION**

# The State System Custom Medicare Advantage PPO Plan and Medicare Education Session

**September 26, 2024**



## Introductions

### State System Benefits Office

- Brenda Mundell – Director, HR Shared Services

### PA Medicare Education and Decision Insight (PA MEDI)


- Susan Neff, Aging Services Supervisor | Education and Outreach Office (PA MEDI)
- Ikesha Hermantin, Statewide Coordinator | Education and Outreach Office (PA MEDI)

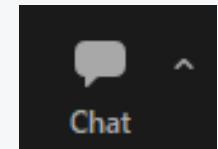


## Webinar Information for Zoom

- Due to the number of registrants, all attendees will be in listen only mode.
- At the end of the webinar, you may submit questions by using the chat feature in Zoom by referring to the image to the right.

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The Chat panel will open.
2. Click in the text input box and enter your message.
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- 3 • This session will be recorded.





## Agenda

- The State System Custom Medicare Advantage PPO Plan
  - Summary of benefits
  - Transition and timing
  - Ramifications of opting out of the State System Plan



## Agenda

- Medicare Education
  - Original Medicare
  - Medigap (Medicare supplement)
  - Medicare Advantage plans
  - Prescription drug plans
  - Medicare rules, including timing of plan changes
  - Individual assistance

# New State System Custom Medicare Advantage PPO Plan

- Created as a “passive” PPO plan – same member benefits and cost regardless of provider’s network status (in-network or out-of-network) for medical services
- Members may continue to use any provider that accepts Medicare
- Out-of-network providers will be reimbursed for services at the same reimbursement level as under the current Medicare complement plan\*

*\*Currently aware of one provider, Mayo Clinic of Jacksonville, Florida, that has indicated they will not accept any Medicare Advantage plan regardless of the reimbursement level of the plan*

# New State System Custom Medicare Advantage PPO Plan

## Benefit Design

Plan Wide Cost Sharing	State System Medicare Advantage PPO Plan Member Pays (In-Network and Out-of-Network)
Deductible	Medicare Part B (currently \$240)
Member Out of Pocket Maximum This is the <u>most</u> the member will pay out of pocket	Medicare Part B deductible + Rx Copays (more information in Rx section)

# New State System Custom Medicare Advantage PPO Plan

Medical Benefits	State System Medicare Advantage PPO Plan Member Pays (In-Network and Out-of-Network)
PCP Office Visit	\$0
Specialist Office Visit	\$0
Therapies (Speech, Physical, Occupational)	\$0
Inpatient Hospital	\$0*
Skilled Nursing Facility (up to 100 days per benefit period)	\$0*

\*After Medicare Part B deductible



# New State System Custom Medicare Advantage PPO Plan

Medical Benefits	State System Medicare Advantage PPO Plan Member Pays (In-Network and Out-of-Network)
Outpatient Surgery	\$0*
Emergency Room	\$0
Urgent Care	\$0
Ambulance	\$0*
Diagnostic Services (Lab and Images)	\$0*
Durable Medical Equipment	\$0*
Part B Rx	\$0*

\*After Medicare Part B deductible

# New State System Custom Medicare Advantage PPO Plan

## Prescription Drugs

- Flat dollar copays
  - No longer necessary to save receipts, complete a major medical claim form, and then wait four to six weeks for reimbursement
  - At most, a specialty medications will cost \$30 for a 30 day-supply
- Open formulary similar to current Medicare complement plan
- Over 60,000 pharmacies in the network, pay less when you choose a preferred pharmacy
- 90 day-supply available at retail pharmacies for 3x copay
- Coverage for several drug categories normally excluded under Medicare Part D (e.g., certain vitamins and ED drugs)

# New State System Custom Medicare Advantage PPO Plan

Prescription Benefits	State System Medicare Advantage PPO Plan Member Pays	
	Preferred Pharmacy	Standard Pharmacy
<b>Retail Prescription (&lt; = 30-day supply)</b>		
- Tier 1: (Preferred Generic)	\$0	\$5
- Tier 2: (Non-Preferred Generic)	\$0	\$5
- Tier 3: (Preferred Brand & Certain Generics)	\$10	\$15
- Tier 4: (Non-Preferred)	\$10	\$15
- Tier 5: (Specialty)	\$30	\$30
<b>Retail Prescription (&gt; 30-day supply)</b>	<b>3x copay</b>	
<b>Mail Order (&gt; 30-day supply)</b>		
- Express Scripts	<b>2x copay for up to a 90-day supply</b>	
- Other Mail Order Pharmacies	<b>3x copay for up to 90-day supply</b>	
- <i>Specialty drugs limited to 30-day supply</i>		

# Summary

## Medical

- Customized plan designed for only State System retirees
- Passive PPO (same member benefit & cost for all providers who accept Medicare)
- Coverage available throughout the United States
- Prior authorizations may apply for certain types of services (not emergency care) like inpatient care, home health care, and home infusion therapy
- No referrals needed to see a specialist or other providers

# Summary

## Prescription Drug

- Flat member copays ranging from \$0 - \$30 at retail pharmacies
- Specialty medication available for a \$30 member copay
- 60,000 network pharmacies, members pay less at 30,000 preferred pharmacies
- 90-day supply medication available at retail pharmacies for 3x copay
- Open formulary similar to Signature 65 plan
- Coverage for additional drug categories normally excluded under Medicare Part D
- More immunizations (including RSV and Shingles) will now be covered



# Summary

## Additional New Benefits

- Vision Benefits – no member cost for annual exams and eyewear at one of the 47,000 Davis Vision providers, member allowances for out-of-network providers
- Over-the-Counter Product Allowance - \$25 allowance/calendar quarter
- Hearing Benefits – low-cost hearing aids provided annually through TruHearing, \$500 member allowance every three years for other hearing vendors
- Post-Discharge Meals – Two meals/day for up to 14 days following discharge from hospital
- Transportation Benefit – Up to 24 one-way trips annually for non-emergent routine care
- Health & Fitness Program – No member cost access to in-network fitness centers and classes, member allowance for centers outside of the network

# Transition to Medicare Advantage PPO Plan

## Anticipated Communication Schedule

- You will continue to receive communications throughout 2024 about your transition of coverage
- October 2024 – November 2024
  - Pre-enrollment kits mailed to homes that include a benefits summary, checklist, and required CMS notifications
  - Will include a form to opt-out of State System coverage
- December 2024
  - Members will be automatically enrolled in the new Medicare Advantage PPO Plan, unless they have submitted a form to opt-out of coverage
  - New member ID cards and a welcome kit mailed to homes



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Education & Outreach Office



Pennsylvania  
Department of Aging



# Pennsylvania Medicare Education and Decision Insight



## SHIP

State Health Insurance  
Assistance Program

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Navigating Medicare



Pennsylvania  
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Medicare Part A covers hospital costs

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Medicare Part B covers outpatient services and doctor visits

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Medicare Parts A and B together are known as Original Medicare





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Part C is known as Medicare Advantage



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Part D covers prescription drugs





# Medicare Options

Original Medicare

with Part D Plan (PDP)

Original Medicare

With Medigap (Medicare Supplement)

with Part D plan (PDP)

Medicare Advantage

with prescription drug coverage (MA-PD)



# How to shop for a Medicare Part D Prescription Drug Plan

[medicare.gov/plan-compare](https://www.medicare.gov/plan-compare)

# How to shop for a Medicare Advantage Plan

[medicare.gov/plan-compare](https://www.medicare.gov/plan-compare)



# Opportunities to Join Public Plans

## Medigap

Rules vary by state

May face medical  
underwriting

Acceptance may not be  
guaranteed

## Medicare Advantage & Prescription Drug Plans

Annual Open Enrollment  
October 15<sup>th</sup> – December 7<sup>th</sup>

Special Enrollment Periods



# Medicare Assistance

[Who Can Help Me Choose a Medicare Plan? \(ncoa.org\)](https://www.ncoa.org)

- State Health Insurance Programs –  
PA MEDI 1-800-783-7067; [Dept of Aging Medicare Help](#)
- Medicare brokers who meet NCOA's Standards of Excellence
- Medicare Support Hotline 1-800-MEDICARE

# Questions?



Pennsylvania  
Department of Aging

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