

**HUB**

# Medicare 101 for Employees

Ventura County Professional  
Firefighters Association



# Disclaimer

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- Approaching Medicare eligibility can be a very confusing time for employees. They may be inundated with information and have questions about how Medicare relates to their current coverage.
- HUB International Medicare Practice has a team of experts specializing in finding simplified solutions for clients within a highly regulated and complex environment.
- Our extensive experience and personalized service enable us to assist clients with Medicare questions nationwide.
- We hope this presentation answers many of your Medicare-related questions.

## Making Sense of Alphabet Soup

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- **Medicare Part A:** Hospital coverage provided at no charge to qualifying beneficiaries
- **Medicare Part B:** Outpatient coverage with premium required. Premium is standardized but means tested based on the employee's income tax filing two years prior to enrollment
- **Medicare Part C:** Medicare Advantage plans administered by private insurance companies. Typically network-driven plans, with associated out-of-pocket expenses
- **Medicare Part D:** Prescription drug plans administered by private insurance companies
- **Medicare Supplements:** Standardized private insurance plans A-N, designed to supplement traditional Medicare Parts A and B

# Medicare and Employer Plans



<b>Employer with...</b>	<b>Fewer than 20 Employees</b>	<b>More than 20 Employees</b>
<b>Primary Payer</b>	Typically Medicare	Employer Plan
<b>Secondary payer</b>	Employer Plan	Medicare
<b>Suggestions for Employees</b>	Compare employer plan to enrolling in Medicare Parts A, B and Medicare Advantage of Supplement Plan	Keep creditable employer plan and enroll in Medicare Part A only, unless on a HDHP, when enrollment in neither A or B may be advantageous

# Frequently Asked Questions (FAQs)

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How do I avoid federal penalties if I do not enroll in Medicare when first eligible and remain on my employer's plan?

- You can usually avoid penalties if your employer has more than 20 employees and you are enrolled in creditable medical and prescription drug coverage.

If my employer has more than 20 employees and I remain on the employer's plan, when can I enroll in Medicare Part B and a Medicare plan?

- Voluntary or involuntary disenrollment from a qualified employer health plan creates a Special Election Period, allowing you to enroll in Part B of Medicare and an Advantage or Supplement plan without having to answer any medical questions.

# Frequently Asked Questions (FAQs)

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What is the difference between Medicare Supplements and Medicare Advantage?

- Medicare Supplements provide coverage for deductibles and coinsurance not covered by Medicare Plans A and B. These plans should be accompanied by Part D prescription programs.
- Medicare Advantage plans are administered by a private insurance company rather than traditional Medicare. Many Medicare Advantage plans also include Part D prescription coverage.

Which providers will I be able to utilize when on Medicare and a Medicare Plan?

- With traditional Medicare and Supplement plans, you can see any doctor or hospital that accepts Medicare nationwide. With Advantage plans, the network is determined by the insurance company and plan design.

# Thank you.

This presentation is designed to provide general information about Medicare and we hope it has been helpful. For additional information and advice on your unique situation, please contact:

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