

# UC Retiree Health and Medicare

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Health Care Facilitators

# Agenda

- UC Medical Plans (Medicare)
- Making Changes
- Medicare and UC
- UC Medicare Plan Details
  - Medical, Rx, Behavioral Health
- Conclusion: Choosing Your Plan

# ➤ UC Medical Plans

HMOs	PPOs
<ul style="list-style-type: none"><li>• Kaiser Permanente</li><li>• <b>Kaiser Permanente Senior Advantage*</b></li><li>• UC Blue &amp; Gold HMO</li></ul>	<ul style="list-style-type: none"><li>• CORE</li><li>• UC Care</li><li>• UC Health Savings Plan**</li><li>• <b>UC High Option*</b></li><li>• <b>UC Medicare Choice*</b></li><li>• <b>UC Medicare PPO*</b></li><li>• <b>UC Medicare PPO without Prescription Drugs*</b></li></ul>

(Availability determined by ZIP code/county)

\*Retiree Medical Plans – Only for those eligible for retiree health and 65 years or older

\*\*IRS prohibits UC Health Savings Plan if you are 65 years old and retired or retiring

UC Health Savings Plan is NOT offered for UC Retirees

# Medicare “Partner Plans”

Non-Medicare Plan	Medicare Partner Plan
CORE (Anthem)	UC Medicare PPO (Anthem)
Kaiser Permanente	Kaiser Permanente Senior Advantage
UC Blue & Gold HMO (Health Net)	UC Medicare Choice (UnitedHealthcare)
UC Care (Anthem)	UC Medicare PPO (Anthem)

# Which Medicare plan is right for you?

UNIVERSITY  
OF  
CALIFORNIA

2025 QUICK-REFERENCE GUIDE

## Medical Plan Premiums

If you have **100% of UC contribution**

your rates are reflected on the rate chart mailed to you every Open Enrollment (October – November)

If you have **graduated eligibility**

1. Check your % of UC contribution here:  
<https://uc.jellyvisioncustom.com/retiree-graduated-eligibility-premium>

THEN

2. Use the [UC Retiree Premium Estimator](#) for accurate rates

# Medical Plan Premiums

## UC Medical Plan Premiums

- UC premiums deducted from UC pension
- The amount you pay appear as “MED MBR PREM”

## Medicare Premiums

- Out of Social Security income or through Medicare Easy Pay (automatic) or MyMedicare.gov (premium bill is quarterly)
- Medicare Part B reimbursement
  - Credit on your UC pension check
  - Only available to those in the least expensive plans

# ➤ Making Changes

- Move outside plan service area
- Adding newly eligible family members
- Loss of other coverage
- No pre-existing conditions exclusions
- Open Enrollment – changes effective January 1<sup>st</sup>

# ➤ Medicare and UC

**Medicare** is the federal health insurance program for those over 65 and some disabled

- Part A: Hospital Insurance (premium free for most)
- Part B: Medical Insurance (\$174.70/month if newly enrolled in 2024)
  - More if MAGI >\$103k/year (\$206k for couples)

## REQUIREMENTS

Retirees and their family members **MUST** enroll in Medicare Part B

- If enrolled in medical insurance
- If eligible for Part A free of charge
- Failure to comply may result in loss of UC coverage

## EXCEPTIONS:

- Retirees who reside outside of the US
- Those who retired prior to July 1, 1991



# Medicare and UC Plans

2 ways to coordinate:

## 1. Keep your Medicare

- Original Medicare with a supplemental plan

## 2. Give your Medicare away

- Medicare Advantage

# Medicare Supplement

1. **Keep your Medicare**: Original Medicare Primary
2. **Anthem Blue Cross** plans are secondary; supplement
  - CORE, UC Health Savings Plan, UC Care, or **UC Medicare PPO, UC Medicare without Rx, UC High Option Supplement to Medicare**

## Medicare providers must be used

- 99% of U.S. doctors are part of Medicare
  - 96% of U.S. physicians “participate” in Medicare and do not balance bill
  - Providers that do not accept “assignment” can charge up to 15% more
- Providers who have opted out of Medicare are not covered
  - Exception: behavioral health providers
- Prior authorization is rarely required

# Medicare Advantage

- **Give your Medicare away:** You must sign over your Medicare benefits to the plan (by form)
  - **Kaiser Senior Advantage, UC Medicare Choice (United Healthcare)**
- Use plan ID card instead of Medicare card
- Medicare pays a flat monthly fee to the insurance company
- Medicare cannot be used separately from the Medicare Advantage plan (except for hospice, cancer clinical trials)
- Plans are free to require prior authorization

# Medicare Part D

- Subsidizes medical plan premiums
- Form required when first enrolling in a plan that includes Part D
- New for 2025: \$2,000 cap on out-of-pocket costs for covered prescription drugs
- Duplicate Part D coverage is not allowed
- Enrollment in a non-UC Part D plan may result in loss of coverage
  - Exception: UC Medicare PPO without Rx
    - For those with triple coverage through UC, Medicare, and CalPERS/TRICARE For Life/etc.

# Medicare Retirees Outside CA



Insurance broker

- Sells local Medigap + Part D/Medicare Advantage plans across the 50 U.S. states
- All covered family members must be age 65+ and have Medicare
- Does not affect Dental/Vision/Legal coverage
- UC provides premium support
  - Health Reimbursement Arrangement (HRA)
  - \$3,000 per covered person each January
    - Subject to graduated eligibility
  - Use HRA money to reimburse yourself for Medicare premiums for Parts B/D, Medigap or Medicare Advantage premiums
  - Beware pre-existing conditions exclusions if you choose Medicare Advantage

# UC Medicare Medical Plans Details

- PPO Plans
- HMO Plans

# Kaiser Permanente/Senior Advantage

Kaiser Foundation Health Plan contracts with one large group: Permanente Medical Group

Members **MUST** use Permanente doctors, Kaiser pharmacies, Kaiser hospitals

- Medicare members must sign over Medicare to Kaiser
- Available in most of urban California
- Clinics tend to offer pharmacies, imaging, laboratories, urgent care all at one location
- Urgent/emergency care outside the Kaiser service area
  - [Kp.org/travel](https://www.kp.org/travel) or call 951-268-3900

# Kaiser Permanente vs Senior Advantage

Kaiser Permanente	Senior Advantage
\$1,500 out-of-pocket maximum includes Rx	Rx out-of-pocket max: \$2,000
Hearing aids: \$1,000 allowance per aid per ear, every 36 months	Hearing aids: \$2,500 allowance per aid per ear, every 36 months
Eye Exam: \$0	<ul style="list-style-type: none"><li>• Eye exam: \$30</li><li>• \$150 allowance for eye glass frames and lenses every 24 months</li></ul>
Allergy shots: \$5	Allergy shots: \$3
Acupuncture/chiropractic 24 visit limit (American Specialty network)	No American Specialty acupuncture
Additional behavior health provided by UC through Optum	One Pass fitness clubs



# Kaiser Senior Advantage

## Co-Pay Limits

Out-of-Pocket Maximum*
\$1,500/person
\$3,000/family

\*Includes medical & mental health but does not include Rx payments

- Fitness benefit: **One Pass**
- Access to a wide variety of in-network gyms through their premium network



# ➤ UC Medicare PPO

- Medicare pays first for covered services
- Anthem Blue Cross pays second
- You pay the balance: ~4% if covered by Medicare
  - 20% of the 20% Medicare didn't pay
  - If not covered by Medicare: 30% after \$100 deductible
- LiveHealth Online: telemedicine/psychology \$20
- Mental Health
  - Use Medicare providers for better coverage or use non-Medicare providers (pay 20%)



# UC Medicare PPO Coverage

Medicare-Covered Services	Services NOT Medicare-Covered
Deductible N/A	\$100 Deductible *per person, per year
4% (20% of the 20% balance left after Medicare pays first)	20% coinsurance
\$1,500 out of pocket maximum *per person, per year	\$1,500 out of pocket maximum *per person, per year

- Out of pocket maximum does not include prescription drug copayments

# UC Medicare PPO Coverage

- Original Medicare primary, Medicare PPO secondary
- Must use Medicare providers (exceptions for benefits beyond Medicare)
- Deductible only applies if not covered by Medicare (but covered by plan)

Self-Only Coverage	Not covered by Medicare*
Deductible:	\$100
Coinsurance	20%
Out-of-Pocket Maximum	\$1,500

- Benefits beyond Medicare:
  - Acupuncture
  - Hearing aids
  - MFTs
  - Non-Medicare mental health providers
  - Services outside U.S.A

# UC Medicare PPO Rx



- **Generic: \$15/30-day supply**
- Select Generics: \$0
- Diabetic supplies: Medicare Part B must be billed first, Navitus second
- **Brand name: \$35/30-day supply**
- **Non-formulary: \$50/30-day supply**
- 90-day supplies available for 2 copays:
  - UC pharmacies
  - Costco, CVS, Safeway/Vons, Walgreens, Walmart
  - Mail order: Costco
- Some meds require prior authorization
- **Out of pocket maximum: \$2,000**

# Advantages of UC Medicare PPO

- Medicare primary; prior authorization rarely required
- Use any Medicare provider for Medicare-covered services
- Use any licensed provider for behavioral health
- Low, 4% coinsurance
- Comprehensive, world-wide coverage for up to 6 months
- Acupuncture coverage
- Hearing aid coverage at 80% (no arbitrary cap)
- Mental health: Medicare providers have better coverage
  - Non-medicare providers – cover ~80%

# Limits of UC Medicare PPO

- Acupuncture visits limited to 24 visits per year
- Must use Medicare providers for non-behavioral health services
- Diabetic supplies: Medicare Part B must be billed first, Navitus second

# UC High Option



- For most services, plan pays 100% of balance after Medicare, you pay nothing
- \$50 annual deductible, 20% coinsurance applies only to services not covered by Medicare
  - Example: Acupuncture
- **LiveHealth Online** telemedicine/psychology: \$20
- Original Medicare primary, UC High Option secondary
- Must use Medicare providers (exceptions for benefits beyond Medicare)
- Deductible only applies if not covered by Medicare (but covered by plan)
- Benefits beyond Medicare:
  - Acupuncture
  - Hearing aids
  - MFTs
  - Non-Medicare mental health providers
  - Services outside U.S.A

Self-Only Coverage	Not Covered by Medicare
Deductible	\$50
Coinsurance	20%
Out of Pocket Maximum	\$1,050



# UC High Option Behavioral Health

- No coinsurance for services covered by Medicare
  - Use Medicare providers for better coverage
  - Or, use non-Medicare providers (pay 20%)

# UC High Option Rx



- **Generic: \$15/30-day supply**
- Select Generics: \$0
- Diabetic supplies: Medicare Part B must be billed first, Navitus second
- **Brand name: \$35/30-day supply**
- **Non-formulary: \$50/30-day supply**
- 90-day supplies available for 2 copays:
  - UC pharmacies
  - Costco, CVS, Safeway/Vons, Walgreens, Walmart
  - Mail order: Costco
- Some meds require prior authorization
- **Out-of-pocket maximum: \$1000**

# Advantages of UC High Option

- Medicare primary; prior authorization rarely required
- Pay nothing for most services
- Use any Medicare provider
- Use any licensed provider for behavioral health
- Comprehensive, world-wide coverage for up to 6 months
- Hearing aid coverage at 80% (no arbitrary cap)
- Acupuncture coverage
- Lowest Rx out-of-pocket maximum (\$1,000)

# Limits of UC High Option

- Highest monthly premium
- Diabetic supplies: Medicare Part B must be billed first, Navitus 2<sup>nd</sup>
- Must use Medicare providers for non-behavioral health services
- 24-visit annual limit on acupuncture

# UC Medicare Choice



- Medicare Advantage PPO
  - Must sign over Medicare to UHC
- Use any Medicare provider who will bill UnitedHealthcare
  - 90% of U.S. physicians contract with UnitedHealthcare
- “Partner Plan” to UC Blue & Gold HMO (Health Net)
- <http://retiree.uhc.com/uc>

# UC Medicare Choice coverage

- Physician office visit: **\$30**
- Virtual visits (Amwell, Doctor on Demand, Teladoc): **\$0**
  - **\$20** for behavioral health
- ER: **\$65**
- Outpatient surgery: **\$100**
- Inpatient hospitalization: **\$250**
- Medical out-of-pocket maximum: **\$1,500**

# UC Medicare Choice behavioral health

- Use Medicare and non-Medicare providers
- Behavioral health outpatient: \$30
- Behavioral health inpatient: \$250
- State-licensed MFTs/MFCCs can bill UHC directly

# UC Medicare Choice Rx



- **Generic: \$10/30-day supply**
- Select Generics: \$0
- **Brand name: \$30/30-day supply**
- **Non-formulary: \$45/30-day supply**
- 90-day supplies available for 2 copays:
  - UC pharmacies only
  - Mail order: OptumRx
- Some meds require prior authorization
- **Out-of-pocket maximum: \$2,000**



# UC Medicare Choice extras

- Benefits beyond Medicare
  - **Review Active ► SilverSneakers** no cost fitness clubs
  - Post-hospital-discharge meals and transportation
  - Personal emergency response system by **Lifeline**
  - \$2,000 hearing aid benefit
  - Coverage outside the U.S. for up to 6 months
  - Non-Medicare mental health providers



# Advantages of UC Medicare Choice

- Low premium (no longer zero premium)
- Use any Medicare provider who will bill UHC
- Use any licensed provider for behavioral health
- Comprehensive, world-wide coverage
- Unique benefits beyond Medicare
- Foot orthotics: no diagnosis of diabetes necessary

# Limits of UC Medicare Choice

- Some doctors will not bill Medicare Advantage plans
- Prior authorization required for many services
- Use of medical office buildings owned by hospitals may result in UHC applying \$100 copayments to simple office visits
- Must use Medicare providers for non-behavioral health services
- Pay up front and apply for reimbursement for non-Medicare mental health (other than MFT/MFCC)
- Hearing aid benefit limited to \$2,000
- 24-visit annual limit on acupuncture (\$20 ➤ \$30), chiropractic (\$20/visit)

# Conclusion

- Choosing a plan

# Choosing a plan

- Every plan has a different drug formulary
- Match your priorities with the services available
- Do a cost/benefit analysis based on plan premiums and your expected medical, behavioral and pharmacy needs
- Review the Plan Booklets (Evidence of Coverage)
  - <http://ucal.us/oe>
  - HCF Program site ► The Fine Print

# Resources for Help

## Health Care Facilitator Program

- Kwame White
- Rosena Rum

## Employee Experience Center (EEC)

- [eec@uci.edu](mailto:eec@uci.edu)
- 949-824-0500
- **Retiree and Medicare Education webinars:** <https://hr.uci.edu/partnership/health-care/>
- **Retirement webinars:** <https://hr.uci.edu/partnership/benefits/retirement.php>