



Sneak Preview: Open Enrollment for 2015

Monday, September 22 to Friday, October 3, 2014 at 5:00 PM ET

► For Montgomery County Government Retirees



Open Enrollment is the time of year you can review your health insurance coverage and make changes for the upcoming plan year. This year, Open Enrollment for retirees, survivors and their dependents will take place earlier than usual: *September 22 through October 3, 2014 at 5:00 pm*. The goal of this earlier, retiree-only Open Enrollment is to provide dedicated resources to assist retirees and their families in understanding the change in prescription drug administrator outlined below.

Open Enrollment materials will be mailed the week of September 15, 2014; please review them carefully so that you can take full advantage of your health insurance package. On September 22nd, online tools will be available at www.montgomerycountymd.gov/ohr (click "Open Enrollment"). Any changes you make during Open Enrollment will take effect January 1, 2015.

What's new for 2015?

The OHR Health Insurance Team has changed the way you contact them: General health insurance questions are now answered by MC311. Any questions MC311 cannot answer are immediately routed via a service request to the OHR Health Insurance Customer Care Center, open Monday to Friday, 8:00 am to 5:00 pm. A recent pilot program testing this new approach resulted in a 30% improvement in response time to customers. As part of this transition, the Team's phone number (240-777-5120) and email address (benefits@montgomerycountymd.gov) have been replaced by MC311's contact information listed below:

Every day, all day: Visit www.mc311.com

Monday-Friday, 7:00 am-7:00 pm: Speak to a Customer Service Representative at MC311; call 240-777-0311 (311 locally) or 1-877-613-5212 toll-free; 301-251-4850 TTY

Medical plan rates to change: Rates (premiums) for 2015 will increase an average of 7.1% across all medical plans. Rates will be included in Open Enrollment packets mailed the week of September 15th, and the *Retiree Health Insurance Rates Estimator for 2014 and 2015* will be available online on September 22nd to compare rates.

SilverScript's Medicare Part D Prescription Plan: As previously announced, effective January 1, 2015, Medicare-eligible retirees and their Medicare-eligible dependents who have coverage through either the Indemnity medical plan or one of the County's Caremark prescription plans (High or Standard Option) will be automatically enrolled in prescription drug coverage provided by Caremark's Medicare Part D subsidiary, SilverScript. *Kaiser members:* Please note that you will not be affected.

Important: This change of administrator will be automatic and seamless, and current prescription drug copays will not change. To help you understand more about this upcoming transition, this preview provides details about the new SilverScript plan for 2015. Also note that SilverScript seminars will be held during Open Enrollment (see the following page).

Mark your calendar!



Date	Time	Key Date / Event	Details
Week of 9/15		Open Enrollment materials mailed	Important steps to follow if you want to make changes for 2015.
9/22		Open Enrollment begins	First day to submit health insurance changes for 2015.
9/22 –10/3 	Weekdays 10:00 am – 12:00 pm & 1:00 pm – 3:00 pm	Computer assistance available <i>Executive Office Building Office of Human Resources 101 Monroe St. (7th Floor) Rockville, MD</i>	If you want to make changes for 2015 using the online system and need assistance, stop by during one of the specified times shown left. Be sure to bring your online Access MCG user name and password.
9/22 & 9/23 	11:00 am – 2:00 pm	Open Enrollment Fairs <i>Executive Office Building Cafeteria 101 Monroe St. Rockville, MD</i>	Plan representatives for the County’s plans, as well as OHR Health Insurance Team members, will be available onsite to answer questions.
9/22 & 9/23 	11:30 am (1 hour)	SilverScript / Caremark Prescription Seminars <i>Executive Office Building Lobby Level Auditorium 101 Monroe St. Rockville, MD</i>	SilverScript / Caremark representatives will present information about the new SilverScript plan. A copy of the presentation will be available online on the Open Enrollment Home Page for Retirees.
10/3	5:00 pm ET	Open Enrollment ends	Last day to submit health insurance changes for 2015; all changes and paperwork/documentation must be <u>received</u> by 5:00 PM ET.

SilverScript's Medicare Part D Prescription Plan for 2015

Why is the County moving to Medicare Part D coverage?

The cost of prescription drug coverage is expected to continue to rise in future years. The transition to SilverScript's Medicare Part D Prescription plan provides revenue from the Federal government and brand drug manufacturers to help contain prescription drug costs for Medicare-eligible individuals over the long term, thereby helping keep prescription drugs affordable.

Who will be automatically enrolled in the SilverScript plan effective January 1, 2015?

Individuals who:

- have prescription drug coverage through the Indemnity medical plan or one of the Caremark prescription plans (High or Standard Option), *and*
- are Medicare-eligible retirees, Medicare-eligible dependents of retirees, or Medicare-eligible survivors, *and*
- are enrolled in both Medicare Parts A and B.

Note: The current Caremark plan will only be available to non-Medicare eligible individuals.

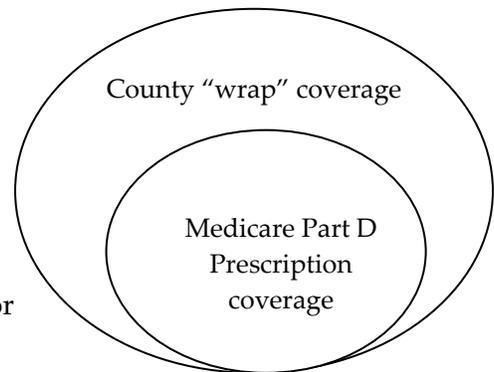
Who will not be enrolled in the SilverScript plan?

- Active employees;
- Retirees, dependents or survivors who are not yet eligible for Medicare;
- Medicare-eligible retirees and dependents not enrolled in both Medicare Parts A and B;
- Retirees, dependents or survivors who do not have prescription coverage through the County or who are covered under an active employee's County plan;
- All Kaiser Permanente members, regardless of Medicare eligibility; *and*
- Retirees and dependents residing outside the United States (i.e., those not residing in the fifty federated states, District Of Columbia, American Samoa, Guam, the Northern Mariana Islands, or Puerto Rico).

How will the SilverScript plan work?

There will be two plan components working together as a single plan that will be administered by SilverScript:

- A component that will provide Federal government-approved standard Medicare Part D prescription benefits (known as an "Employer Group Waiver Plan" or "EGWP"), and
- A second component (often referred to as a "wrap" or "wraparound") that will help maintain current coverage levels.



SilverScript: What's staying the same?

No changes to your:

- ✓ Copays
- ✓ Pharmacy network
- ✓ Maintenance Choice
- ✓ Which formulary you use
- ✓ Letters of medical necessity
- ✓ Online account access

Your copays

Your copays for retail pharmacies and mail service will remain the same.

Your retail pharmacy network

Over 68,000 participating pharmacies currently available to you such as *Giant, Safeway, Target, Walgreens and Walmart* will continue to be available.

Your ability to realize significant savings through the Maintenance Choice program

For maintenance medications (long-term medications taken regularly for chronic conditions, such as high blood pressure, high cholesterol or diabetes, or long-term therapy), you will still be able to fill up to a 90-day prescription at either a CVS/pharmacy retail location or through Caremark mail service and pay only one copay for a 90-day supply. However, if you fill a 90-day prescription at a retail pharmacy other than CVS, your total copay will equal three 30-day copays.

Your drug formulary

Like today, you will use the Caremark Preferred Drug List (PDL). Each quarter, the Caremark PDL is posted online under the Prescription Plan Caremark Materials section of the Retiree Health Insurance webpage (www.montgomerycountymd.gov/ohr/benefits/rgi/egwp.html).

The same prescription drugs covered under the Caremark plan will be covered under the SilverScript plan. However, just like today, the Caremark PDL is subject to change throughout the year; these changes are posted quarterly (see the drug formulary section above).

Letters of medical necessity

These will automatically transfer to SilverScript. However, if you have a letter of medical necessity that expires in 2014, you will need to obtain a new letter from your doctor.

Your online account

If you registered online so that you can see your Caremark account (plan benefits, claims, etc.), your account will automatically transfer to SilverScript in January 2015.

SilverScript: What's new or changing?

Valid U.S. mailing address must be on file with SilverScript

Due to Medicare Part D regulations, you cannot use a P.O. Box as your mailing address for the SilverScript plan; you must use a street address. Also, if you do not provide a valid U.S. mailing address, you will be contacted for this information and will need to attest to being a U.S. resident.

Low income retiree subsidies will be available

Low income status is determined by either the Social Security Administration (SSA) or the State Medicaid office.

Those eligible include individuals with income less than 150% of Federal Poverty Level (\$17,505 for single persons in 2014) and total resources less than \$13,440 (for single persons in 2014). For details, visit the SSA at www.socialsecurity.gov, or call 1-800-772- 1213 (TTY 1-800-325-0778).

High income retirees will be required to pay IRMAA

Medicare will charge high income retirees the Income Related Monthly Adjustment Amount or "IRMAA," because the SilverScript plan is a Medicare Part D plan. The SSA determines who is considered a high income retiree based on tax status and yearly income as reported on IRS tax returns from two years ago. IRMAA will be deducted from Social Security checks (or the SSA will bill affected retirees directly). To keep their coverage, high income retirees in the SilverScript plan must pay this amount to SSA.

New or changing:

- Must have valid U.S. mailing address on file
- Low income subsidies
- IRMAA for high income retirees
- New SilverScript ID cards

If your filing status and yearly income in 2013 was...			You pay (in 2015)
File individual tax return	File joint tax return	File married & separate tax return	
\$85,000 or less	\$170,000 or less	\$85,000 or less	your plan premium
above \$85,000 up to \$107,000	above \$170,000 up to \$214,000	Not applicable	\$12.30 + your plan premium
above \$107,000 up to \$160,000	above \$214,000 up to \$320,000	Not applicable	\$31.80 + your plan premium
above \$160,000 up to \$214,000	above \$320,000 up to \$428,000	above \$85,000 up to \$129,000	\$51.30 + your plan premium
above \$214,000	above \$428,000	above \$129,000	\$70.80 + your plan premium

You will use a SilverScript plan ID card at the retail pharmacy

In mid-December, SilverScript ID cards will be mailed to individuals who will be automatically enrolled for 2015. For details, see the next page.

SilverScript: What do you need to do?

Make sure that you:

- ✓ Understand that the change is automatic
- ✓ Read your Open Enrollment materials to see if you want to make any changes for 2015
- ✓ Fill your Rx or get new Rx written if needed (see details below)
- ✓ Use your SilverScript ID card at retail pharmacies beginning January 1, 2015

If you do not want to make changes for 2015, remember, the change to SilverScript is automatic

No changes? Then no need to do anything (except for any applicable items noted below). For eligible individuals, the change to SilverScript will be automatic beginning January 1, 2015.

Read your Open Enrollment materials to see if you want to make changes for 2015

If you want to enroll in a prescription plan or make other changes for 2015, you can do so during Open Enrollment.

Important: If you are eligible for Medicare but not currently enrolled in Medicare Parts A and B, you

must contact Medicare at 1-800-MEDICARE to enroll in both parts prior to January 1, 2015 in order to be eligible to participate in a County prescription drug plan.

Fill your prescriptions before the transfer to SilverScript on January 1, 2015

This is recommended if, in December, you have prescriptions that are close to the expiration date or have no refills left.

Get new prescriptions from your doctor if no refills left after the transfer to SilverScript

If you have no refills remaining after the transfer to SilverScript, you will be required to obtain a new prescription from your doctor, even if you have prescriptions automatically refilled. If you have refills remaining as of December 31, 2014, they will transfer to SilverScript for 2015.

Use your new SilverScript plan ID card beginning January 1, 2015

In mid-December, SilverScript ID cards will be mailed to individuals who will be automatically enrolled for 2015. The SilverScript ID card should be used beginning January 1, 2015.

Note: If one or more of your covered family members is Medicare-eligible and one or more is not, those who are Medicare-eligible will receive the new SilverScript card. Those who are not Medicare-eligible will continue to use the current Caremark card with the retiree's name and ID.

SilverScript: What should you watch out for?

Do not enroll in a Medicare Part D plan on your own

The change to SilverScript will be automatic if you are eligible for Medicare and currently have prescription coverage through the County (excluding Kaiser). If you enroll in a standard Medicare Part D plan on your own, your coverage through the County will automatically cancel because CMS does not allow coverage under two Medicare Part D plans.

Remember that the County's plan includes a second component that will provide benefits above and beyond the standard government-approved Medicare Part D prescription benefits to help maintain current coverage levels. The benefits of this second component will not be available to you if you enroll in a plan not offered through the County. Also, if you cancel coverage entirely and then go without coverage for 63 days or more, you could be liable for a Medicare Part D late enrollment penalty should you later re-enroll in a County prescription plan.

Be careful!

- Do not enroll in a separate Medicare Part D plan on your own
- Some government-mandated mailings may not apply
- Understand what the SilverScript "opt out" letter means

Government-mandated mailings may not apply

After Open Enrollment, you will begin to receive a number of mailings required by Medicare regulations. Some of these mailings may be confusing because they pertain only to the Medicare Part D portion of your coverage and do not take into consideration that the "wrap" portion of the plan helps maintain your existing level of benefits. For example, because Medicare Part D uses a different and less comprehensive formulary than Caremark's, you may receive information stating that certain drugs are not covered even though they really are covered by the wrap feature of the SilverScript plan.

Disregard SilverScript's "opt out" letter if you want prescription drug coverage through the County

In December, those who will be automatically enrolled in the SilverScript plan will receive a CMS-mandated letter from SilverScript allowing them to "opt out" and cancel coverage for 2015.

If you opt out and cancel coverage, you will have no prescription coverage through the County effective January 1, 2015. Please disregard this letter unless you want your coverage with the County to be cancelled.

The County expects to continue its group insurance plans, but it is the County's position that there is no implied contract to do so. The County reserves the right to change or discontinue any terms of the plans, subject to applicable laws and collective bargaining agreements. The County may amend the plans, either prospectively or retroactively, as required by Federal or State law. In the event of a conflict between this Open Enrollment Preview, the County Code and/or the Summary Description, the County Code and then the Summary Description will govern.

Read immediately:

⇒ **Important retiree Open Enrollment news inside!**

Resources:

OHR's SilverScript Medicare Part D Prescription Plan Website

www.montgomerycountymd.gov/ohr/benefits/rgi/egwp.html

Includes the Medicare Part D SilverScript webcast presentation and panel discussion from MCREA's Annual Meeting held 6/4/2014.

MC311 Customer Service Representatives

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