

The following article appeared in the September 2014 MCREA Newsletter courtesy of the OHR Health Insurance Team.

## FAQS ABOUT SILVERSCRIPT'S MEDICARE PART D PRESCRIPTION PLAN FOR 2015

Effective January 1, 2015, Medicare-eligible Montgomery County Government 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 have their prescription drug coverage provided by Caremark's Medicare Part D subsidiary, SilverScript. Kaiser members will not be affected by this change.

**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, please read the questions and answers below.

### *About the SilverScript Plan*

*Q. How will the SilverScript Plan work?*

A. 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.

### *Why the County Is Moving to Medicare Part D Coverage*

*Q. Why is this change to SilverScript being made?*

A. 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.

### *Eligibility*

*Q. Who will be automatically enrolled in the plan for 2015?*

A. 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.

*Q. Who will not be enrolled in the SilverScript plan?*

A. Individuals who are:

- 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).

*Q. Will only those age 65 and over be enrolled in the SilverScript plan?*

A. No; enrollment is based on Medicare eligibility, not age. This means that retirees and their dependents under age 65 but eligible for Medicare (and enrolled in both Medicare Parts A and B) will be automatically enrolled in the SilverScript plan.

*Q. My family has "split coverage," meaning that one or more of my covered family members are Medicare-eligible and one or more are not. Will the SilverScript plan apply to all of us, or just to those who are Medicare-eligible?*

A. It will apply only those individuals who are eligible for Medicare and enrolled in both Medicare Parts A and B; those who are not eligible for Medicare will continue to have their benefits administered by Caremark.

*Q. I will be turning age 65 next year and will become eligible for Medicare; what will happen to my prescription plan coverage?*

A. Prior to becoming eligible for Medicare, you will receive information from the County about your benefits and how they will coordinate with Medicare. Once eligible, you will be automatically enrolled in the SilverScript plan and receive a SilverScript ID card.

*Q. I am Medicare-eligible but have prescription coverage through my spouse's plan (not one offered through the County). Will I be automatically enrolled in the SilverScript plan?*

A. No, only those who are Medicare-eligible and who currently have prescription plan coverage through the County (excluding Kaiser members) will be automatically enrolled.

### ***What You Need to Do (or Not Do)***

*Q. Do I need to do anything before, during or after Open Enrollment?*

A. If you are currently Medicare-eligible, enrolled in prescription plan coverage through the County, and want to keep your current coverage, you do not need to do anything; the change to SilverScript will be automatic beginning January 1, 2015. If you are not enrolled in prescription plan coverage or wish to change plans, you can do so during Open Enrollment (see page 5).

Note: If you are eligible for Medicare, but not currently enrolled in Medicare Parts A and Part B, you must enroll in both parts (call 1-800-MEDICARE) prior to January 1, 2015 to be eligible to participate in a County prescription drug plan.

**Important:** In December, those who will be enrolled in the SilverScript plan will receive a letter from SilverScript allowing them to “opt out” and cancel coverage for 2015. This letter is one of many communications required by the Federal Center for Medicare and Medicaid Services (CMS). **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.**

*Q. I am currently covered by a prescription plan through the County. Do I need to enroll in a Medicare Part D plan on my own or will the change to the SilverScript plan be automatic in January 2015?*

A. The change will be automatic if you are eligible for Medicare, are enrolled in both Medicare Parts A and B, and 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 be cancelled; the Federal government does not allow coverage under two Medicare Part D plans.

*Q. Can I opt out of the SilverScript plan and keep my current Caremark plan?*

A. No.

*Q. Can I cancel my County coverage before 2015 and enroll in a standard Medicare Part D plan that is not offered by the County?*

A. 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 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.

*Q. Should I fill my prescriptions before the transfer to SilverScript occurs January 1, 2015?*

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

*Q. After the transfer to SilverScript occurs January 1, 2015, is there anything I will need to do differently when filling a prescription, besides presenting my new SilverScript ID card at retail pharmacies?*

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

### ***Rates / Premiums and Subsidies***

*Q. Will my cost share (the percent of the plan premium I pay) change due to the transition to SilverScript?*

A. No.

*Q. Where can I find the 2015 monthly prescription plan rates?*

A. The Open Enrollment packet (mailed to homes the week of September 15<sup>th</sup>) will contain the 2015 rates. For Open Enrollment information, see page 5.

*Q. Is there a subsidy available for low income retirees?*

A. Yes, but 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 more details, visit the SSA at [www.socialsecurity.gov](http://www.socialsecurity.gov), or call 1-800-772-1213 (TTY 1-800-325-0778).

*Q. Can you explain the extra amount high income retirees are required to pay to the Federal government?*

A. 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.

In 2015, monthly IRMAA charges will range from \$12.30 to \$70.80 per person and will be based on 2013 modified adjusted gross income (MAGI). The income limits for 2015 are \$85,000 MAGI for single income tax filers and \$170,000 for joint income tax filers.

### ***Plan Benefits***

*Q. Will the mail order or pharmacy copays change?*

A. No.

*Q. Can I continue to use a retail pharmacy other than CVS?*

A. Yes, you may use one of the over 68,000 participating pharmacies currently available to you such as *Giant, Safeway, Target, Walgreens and Walmart.*

*Q. Will I still be able to save money by using Maintenance Choice for my maintenance medications?*

A. 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.

*Q. Will there be a different formulary for SilverScript?*

A. No; like today, you will use the Caremark Preferred Drug List (PDL). The PDL is updated quarterly and you can access it as follows:

Go to <http://www.montgomerycountymd.gov/ohr/benefits/rgi/retireebenefits.html>, scroll down to the Prescription Plan Caremark Materials heading and click on Caremark Preferred Drug List.

However, the Medicare Part D part of the SilverScript plan also uses a CMS formulary; you may receive CMS mailings regarding this formulary stating that certain drugs are not covered. **Please disregard these CMS letters** because the wrap feature of the plan offers the same, more comprehensive formulary used by the current Caremark plan.

*Q. Will the same prescription drugs be covered?*

A. Yes. However, the PDL is subject to change throughout the year as it is today.

*Q. Will my prescriptions with prior authorizations (called "letters of medical necessity") transfer to the SilverScript plan?*

A. 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.

### ***SilverScript ID Cards***

*Q. Will I use the same ID card (my Caremark card) at the retail pharmacy?*

A. No; in mid-December, SilverScript ID cards will be mailed to retirees, their dependents and survivors who are Medicare-eligible and have coverage through a prescription plan offered by the County (excluding Kaiser). The SilverScript card must be used beginning January 1, 2015.

*Q. If I have "split family" coverage, will we use different cards?*

A. Yes; if you have split family coverage (meaning that 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.

### ***Online Caremark Accounts***

*Q. I registered online so that I can see my Caremark account (plan benefits, claims, etc.); will my account automatically transfer over?*

A. Yes, in January 2015.

*Q. I have further questions; where can I go to learn more?*

1. Go to [www.montgomerycountymd.gov/ohr/benefits/rgi/egwp.html](http://www.montgomerycountymd.gov/ohr/benefits/rgi/egwp.html) - the OHR Medicare Part D Prescription Plan Website; included there is the Medicare Part D SilverScript webcast presentation and panel discussion from MCREA's Annual Meeting held 6/4/2014.

2. Call MC311 Customer Service Representatives at [240-777-0311](tel:240-777-0311) (311 locally), [1-877-613-5212](tel:1-877-613-5212) (toll-free), or [301-251-4850](tel:301-251-4850) (TTY); Monday - Friday, 7:00 am - 7:00 pm.

*Any questions MC311 representatives cannot answer are immediately routed via a service request to the OHR Health Insurance Customer Care Center, Monday through Friday, open 8:00 am to 5:00 pm.*