

# 2024 MEDICARE WORKSHOP

PRESENTED BY:

**Saratoga**

MEDICARE ADVISORS

*Medicare. Simplified.*



# ABOUT US

Our mission is to provide our clients with clear and objective advice to help them understand their options and make informed decisions when it comes to their Medicare coverage. Saratoga Medicare Advisors was founded after recognizing a lack of resources available to help Medicare eligible individuals understand their options and enroll in a plan that fits their needs.

We have partnered with VNA to assist their employees and their family members with their Medicare options, and helping them understand their best value options, whether that be Medicare coverage, or continuing with the VNA group health insurance plan.



# Medicare Basics

- Medicare is the federal health insurance program for:
  - People who are age 65 or older
  - Certain younger people with disabilities
  - People with End Stage Renal Disease (ESRD)
- 2 options for how you get your coverage
  - Original Medicare + Medicare Supplement (Medigap)
  - Medicare Advantage

# PARTS OF MEDICARE

PART A: HOSPITAL INSURANCE	PART B: MEDICAL INSURANCE	PART D: PRESCRIPTION DRUG COVERAGE	PART C: MEDICARE ADVANTAGE
Covers 80% of costs for hospital care, emergency services, nursing home care, home health services and hospice	Covers 80% of costs for doctors, hospital outpatient care, durable medical equipment and home health care  Preventative services  * Income adjusted	Helps cover prescription costs  Run by private insurance companies  * Income adjusted	Another way to get benefits covered under Part A & B  Most offer prescription drug coverage  Run by private insurance companies
<b>Medicare Supplement (Original Medicare)</b> Also called MediGap coverage, typically fills the 20% coverage gap left by Parts A&B			



# MEDICARE AND EMPLOYER SIZE



- Small Employers (Fewer than 20 Employees):
  - If you're working for a small employer, Medicare typically becomes your primary insurance once you're eligible (age 65 or certain disabilities).
  - You should enroll in Medicare Part A and Part B when you first become eligible, even if you have employer coverage.
- Large Employers (20 or More Employees):
  - If you work for a large employer, your employer's health insurance is usually the primary payer.
  - You can choose to delay enrolling in Medicare Part B without penalty as long as you're covered by the employer's plan.
  - You must enroll in Medicare Part A when eligible, as it is usually premium-free. You must cease HSA contributions if enrolled in Part A

# ENROLLMENT PERIODS

- **Initial Enrollment Period:**
  - This is a 7-month period that includes the 3 months before, the month of, and the 3 months after you turn 65. You can enroll in Medicare during this time.
- **Special Enrollment Period (SEP):**
  - If you're covered by a large employer's plan, you have an SEP to enroll in Medicare Part B without penalty. This period lasts for 8 months after your employment ends, or the employer coverage ends.
- **Consider Your Needs:**
  - Evaluate your current health needs and the coverage offered by your employer. *Sometimes, enrolling in Medicare can be beneficial, even if you have employer coverage.*

# Late Enrollment Penalties

- Late enrollment penalties:
  - Are added to your monthly premium.
  - Are **not** a one-time late fee.
  - Are usually charged for as long as you have that type of coverage (for most people, that's a lifetime penalty).  
The Part A penalty is different.
  - Go up the longer you wait to sign up – they're based on how long you go without coverage similar to Medicare

# MODIFIED ADJUSTED GROSS INCOME

You'll need to start with your AGI, the number at the bottom right of your page 1 tax return, 2 years prior, to figure out your Part B & Part D premiums.

## MAGI Calculation:

To calculate your modified adjusted gross income, take your AGI and add back certain deductions. Many of these deductions are rare, so it's possible your AGI and MAGI can be identical. According to the IRS, your MAGI is your AGI with the addition of the following deductions, if applicable:

- Student loan interest
- One-half of self-employment tax
- Qualified tuition expenses
- Passive loss or passive income
- IRA contributions, taxable social security payments
- The exclusion for income from U.S. savings bonds
- The exclusion under 137 for adoption expenses
- Rental losses
- Any overall loss from a publicly traded partnership

Your MAGI can never be lower than your Adjusted Gross Income.



# MEDICARE PART B: MONTHLY PREMIUMS



## 2024 INCOME TIERS<sup>1</sup> & PREMIUMS

TIER	FILE IND. TAX RETURN	FILE JOINT TAX RETURN	PREM. IN 2024
1	<=\$103,000	<=\$206,000	\$174.70
2	\$103,001-\$129,000	\$206,001-\$258,000	\$244.60
3	\$129,001-\$161,000	\$258,001-\$322,000	\$349.40
4	\$161,001-\$193,000	\$322,001-\$386,000	\$454.20
5	>\$193,001-\$500,000	\$386,001-\$750,000	\$559.00
6	>\$500,001	>\$750,001	\$594.00

<sup>1</sup> Income is based on prior full year tax return (.g. 2018 MAGI for 2020 premiums; 2022 MAGI for 2024 premiums)

# MEDICARE PART D: MONTHLY PREMIUMS



## 2024 INCOME TIERS<sup>1</sup> & PREMIUMS

TIER	FILE IND. TAX RETURN	FILE JOINT TAX RETURN	PREM. IN 2024
1	<=\$103,000	<=\$206,000	Your plan premium
2	\$103,001-\$129,000	\$206,001-\$258,000	\$12.90 + your plan premium
3	\$129,001-\$161,000	\$258,001-\$322,000	\$33.30 + your plan premium
4	\$161,001-\$193,000	\$322,001-\$386,000	\$53.80 + your plan premium
5	>\$193,001-\$500,000	\$386,001-\$750,000	\$74.20 + your plan premium
6	>\$500,001	>\$750,001	\$81.00 + your plan premium

<sup>1</sup> Income is based on prior full year tax return (.g. 2018 MAGI for 2020 premiums; 2022 MAGI for 2024 premiums)

# IRMAA Appeal – SSA-44 Form

<https://www.ssa.gov/forms/ssa-44-ext.pdf>

Form **SSA-44** (11-2019) Page 2 of 8

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**STEP 1: Type of Life-Changing Event**

Check **ONE** life-changing event and fill in the date that the event occurred (mm/dd/yyyy). If you had more than one life-changing event, please call Social Security at 1-800-772-1213 (TTY 1-800-325-0778).

<input type="checkbox"/> Marriage	<input type="checkbox"/> Work Reduction
<input type="checkbox"/> Divorce/Annulment	<input type="checkbox"/> Loss of Income-Producing Property
<input type="checkbox"/> Death of Your Spouse	<input type="checkbox"/> Loss of Pension Income
<input type="checkbox"/> Work Stoppage	<input type="checkbox"/> Employer Settlement Payment

**Date of life-changing event:**   
mm/dd/yyyy

# MEDICARE ADVANTAGE PLANS



- Offers an alternative way to receive your Medicare benefits, combining Part A and Part B (and often Part D for prescription drugs) into one plan.
- Available in various types, including Health Maintenance Organizations (HMOs), Preferred Provider Organizations (PPOs), and Private Fee-for-Service (PFFS) plans.
- Network: Usually has a network of doctors and hospitals. Out-of-network services may cost more.
- Costs: Often have lower premiums than Medigap but may have higher out-of-pocket costs when you use services. You also need to continue paying your Part B premium.
- Can enroll during specific times each year, such as the Annual Enrollment Period.

# MEDICARE SUPPLEMENT (MEDIGAP) PLANS



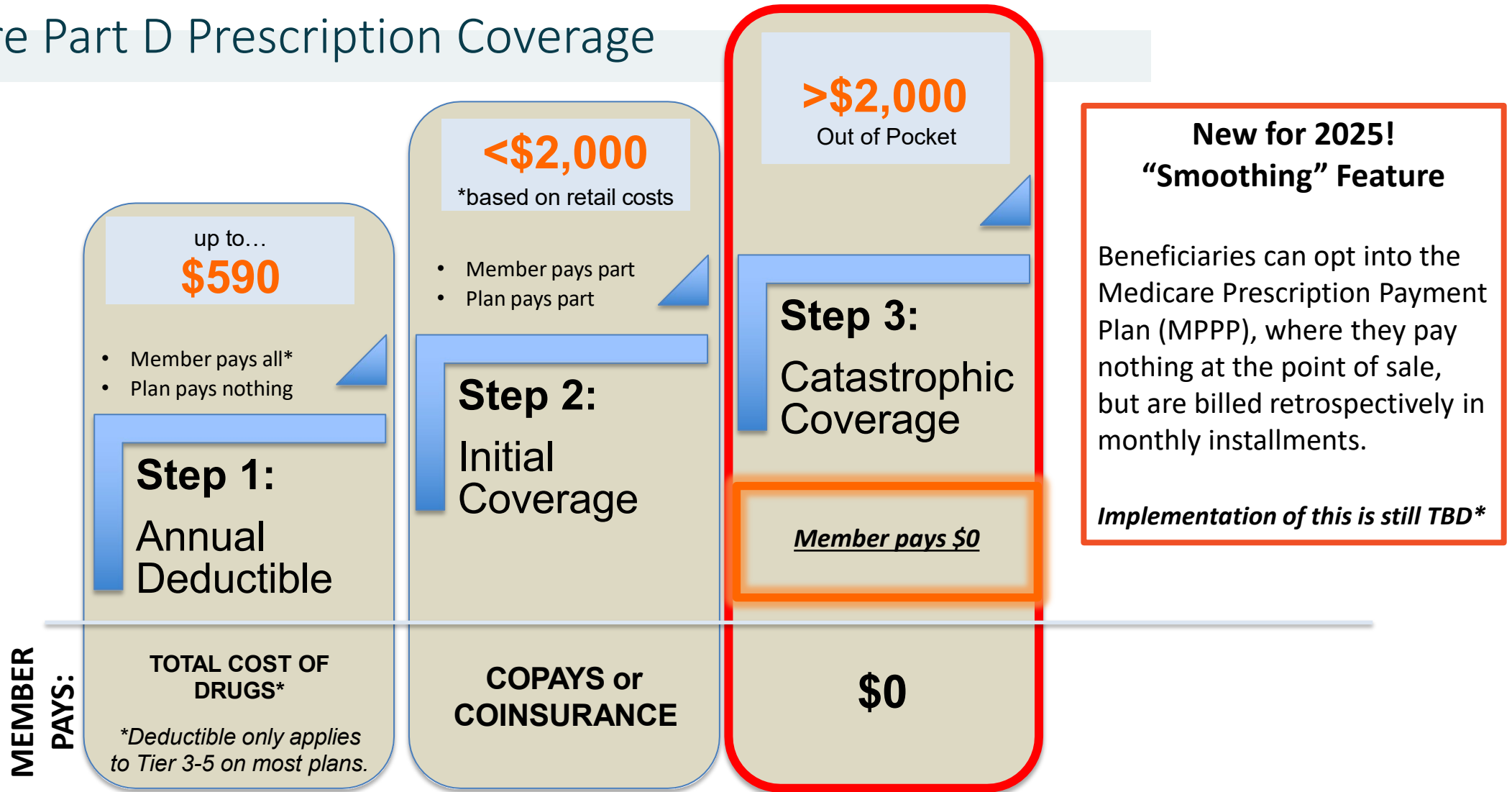
- Helps cover out-of-pocket costs not fully paid by Original Medicare (Part A and Part B), such as copayments, coinsurance, and deductibles.
- Several standardized plans (e.g., Plan G, N, F, etc.) with varying levels of coverage.
- Network: Generally, you can see any doctor who accepts Medicare without a network restriction.
- Costs: You pay a monthly premium for the Medigap plan, along with your Part B premium.
- Best to enroll during your Medigap Open Enrollment Period, which lasts for six months after you turn 65 and enroll in Part B.

# KEY DIFFERENCES MA vs. MS

- Medigap supplements Original Medicare, while Medicare Advantage replaces it.
- Medigap generally offers more flexibility in choosing providers.
- Medigap tends to have higher premiums but fewer out-of-pocket costs per visit, whereas Medicare Advantage may have lower premiums but can lead to higher costs depending on how you use services.
- Medicare advantage plan structure and coverage is subject to change annually. Medicare Supplement plans coverage does not change
- Enrollment – Medicare Advantage plans have an annual enrollment period each year. Medicare Supplement Plans have a guaranteed issue period when you are first eligible for Medicare or if you qualify for a Special Enrollment Period. **If you are not in a GI or SEP, you will have to answer medical questions prior to enrollment and can be denied acceptance into the plan.**



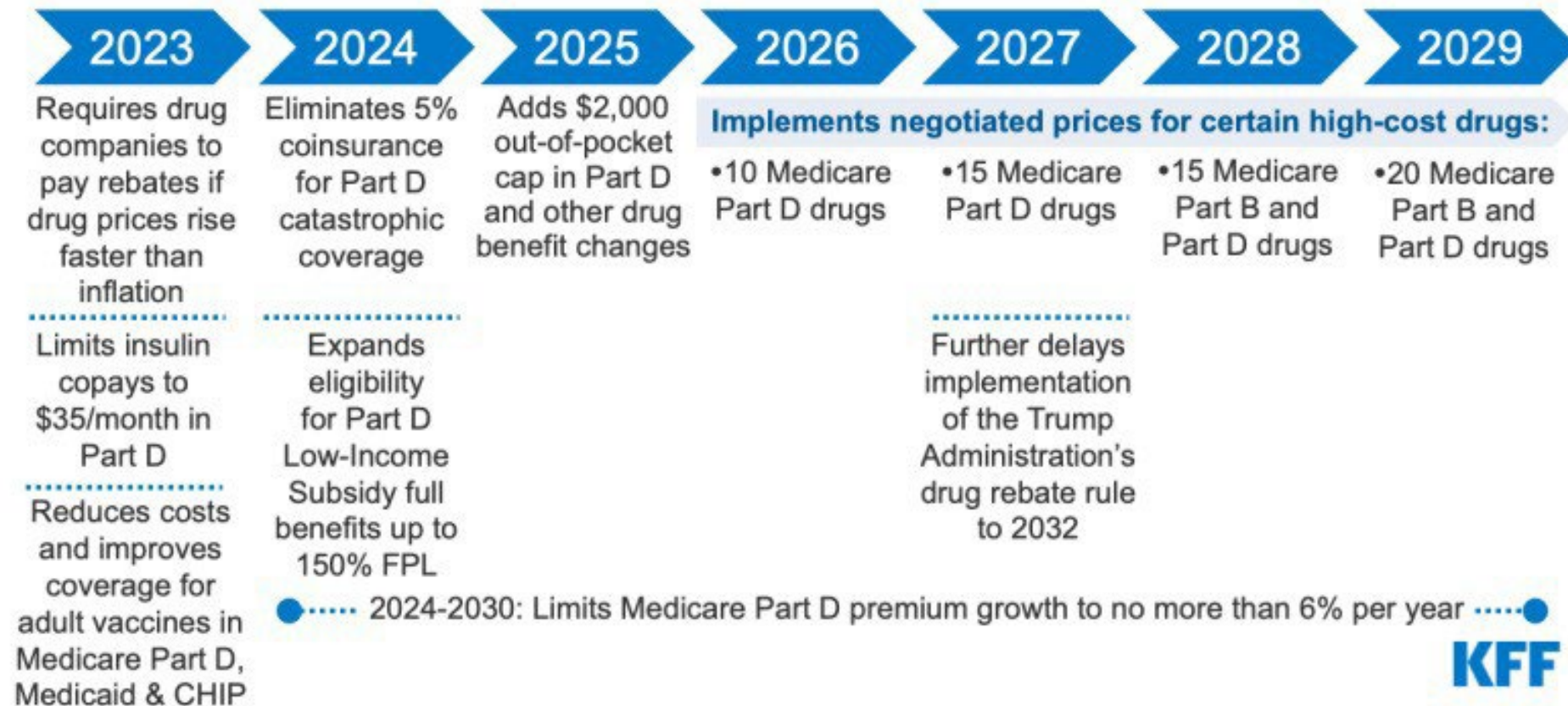
# Medicare Part D Prescription Coverage



# Drug Price Negotiations

Figure 1

## Implementation Timeline of the Prescription Drug Provisions in the Inflation Reduction Act



# First 10 Drugs Selected for Medicare Negotiation

- Negotiations take effect in 2026

- Eliquis
- Jardiance
- Farxiga
- Stelara
- Imbruvica
- Fiasp
- Xarelto
- Enbrel
- Januvia
- Entresto

**Fiasp**<sup>®</sup>  
insulin aspart injection  
100 units/mL

**farxiga**<sup>®</sup>  
(dapagliflozin) 5mg & 10mg  
tablets

**imbruvica**<sup>®</sup>  
(ibrutinib)

**Eliquis**<sup>®</sup>  
(apixaban) tablets

**Xarelto**<sup>®</sup>  
(rivaroxaban)  
tablets & oral suspension

**Jardiance**<sup>®</sup>  
(empagliflozin) tablets  
10 mg/25 mg

**Entresto**<sup>®</sup>  
(sacubitril/valsartan) tablets  
24/26mg • 49/51mg • 97/103mg

**Stelara**<sup>®</sup>  
ustekinumab

**Enbrel**<sup>®</sup>  
etanercept

**Januvia**<sup>®</sup>  
(sitagliptin)  
25mg, 50mg, 100mg tablets



# Top 5 Mistakes People Make with Medicare

# Not Enrolling in Part B On Time

- Initial Enrollment Period
- COBRA
- Enrolling too soon
  - Covered on a group health plan
- Enrolling too late
  - Penalties



# Not Revisiting Part D Plans Annually

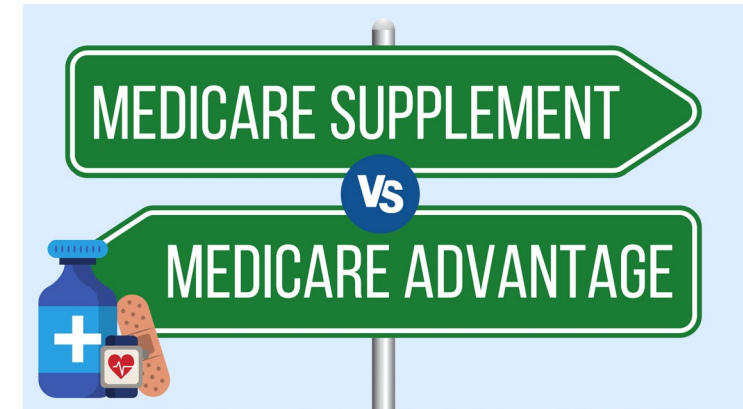
- Can be extremely costly
- Formularies change!
- Visit Medicare.gov to see plan options
- Annual Enrollment Period 10/15-12/7





# Understanding Medicare Supplement vs. Medicare Advantage

- Networks and referrals
- Max out of pocket expense
- Changes during annual enrollment
- Extra benefits
- Overall expenses



# “I’m healthy! I don’t need a Supplement/Advantage Plan!”

- 20% coinsurance
- No maximum out of pocket
- Medical underwriting
- Lifetime decision



# Listening to Family & Friends

- Part D plans
- Advertisements
- Analyzing total expense
  - Not just premium



# MEDICARE ADVISING

While VNA offers a unique array of benefits to you and your family, it is important to know all your options when it comes to your health care and insurance coverage. For those who are Medicare eligible, or are approaching Medicare Eligibility, understanding your costs, timelines, and options with Medicare is critical to making the right decision for your coverage.

VNA is happy to partner with Saratoga Medicare Advisors to help you explore and understand Medicare. Saratoga Medicare Advisors will make sure you are making the best and most cost-effective choices for your Medicare and health insurance needs.

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The Medicare Intake Form below will provide Saratoga Medicare Advisors with the necessary information to start pulling quotes together for Medicare plans.

[Medicare Intake Form](#)

You can schedule a call with Bill Webb at Saratoga Medicare Advisors via the link below:

[Schedule A Medicare Consultation HERE](#)



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