

Healthcare Options for HQ Employees After Age 65

Should I Elect Medicare at Age 65?

Once you become eligible for Medicare healthcare insurance, you have some important considerations to think about prior to making your decision, such as your healthcare needs, income for paying premiums or out-of-pocket costs, and whether any of your dependents use The Navigators Health Plan. You may elect Medicare during your initial eligibility (3 months before and after the month you turn 65) or each year during **Medicare General Enrollment from January 1 through March 31**. If you miss this window, you must wait until the next year's General Enrollment unless you have a Qualifying Event, such as the loss of your health insurance through The Navigators.

Do You Travel Outside the United States?

Since Medicare is not designed for international medical protection, you are required to purchase travel insurance if you travel on behalf of The Navigators. Go to missiontripinsurance.com to ensure you are protected when you travel.

Do You Cover Dependents through The Navigators?

Under Medicare, you cannot elect to cover your spouse or other dependents. If you elect Medicare, your dependents may be eligible to continue Navigator coverage under your Retiree benefit or through COBRA continuing coverage. However, they may receive a better deal through the state or federal Health Insurance Exchange.

How Much Does Medicare Cost?

The Medicare.gov website has an extensive page on the premium, deductible, and coinsurance costs of Medicare at: <https://www.medicare.gov/your-medicare-costs/costs-at-a-glance/costs-at-a-glance.html>

2020 Medicare Premium Costs

Part A.....Free
 If you've paid Medicare taxes, Medicare Part A is free. It automatically begins when you start collecting Social Security. *Note: You can no longer contribute to a Health Savings Account (HSA) if you have any part of Medicare, including Part A.*

Part B.....\$144.60 per month in 2020*
 *Those in the top 5% of income may pay higher premiums.

Part D.....varies by plan (average of \$33 per month)

Voluntary Options

Medigap (private supplemental insurance).....varies by plan

Part C (private insurance that replaces Part A, B, and D)varies by plan

How Can I Compare Medicare and The Navigators Health Plan?

You can view your Medicare options online at Medicare.gov either by creating an account or searching as a guest. To see how Medicare and The Navigators coverage compare in some typical scenarios, see page 2.



What Are My Medicare Options?

Traditional Medicare:

- Part A—Hospitalization and Skilled Nursing Care
- Part B—Physician Services and Outpatient Care
- Part D—Prescription Drugs
- Medigap—Voluntary supplemental insurance through a private insurer to limit out-of-pocket costs

Medicare Advantage:

Part C—Voluntary option that provides Part A, B, and D benefits through a private insurer, plus additional coverage options. Cost varies depending on options chosen.

Comparing Costs of Premiums and Medical Care

Medicare Options and The Navigators Health Plan

The information below illustrates some of the costs and options available. Your individual costs will vary based on your location, age, provider choice, and health needs.

Plan Overview	The Navigators Health Plan	Traditional Medicare ¹	Traditional Medicare with Medigap Plan G ^{1,2}	Part C: Medicare Advantage ¹
Monthly premiums	\$93 (employee only rate for HQ employee)	Part A: Free Part B: \$144.60 Part D: \$13-\$99 ¹	Part A: Free Part B: \$144.60 Part D: \$13-\$99 Plan G: \$113-\$200 ²	Varies per insurer: \$144.60 and up (may include prescription coverage)
Annual deductible	\$1,500	Part A: \$1,408 per hospitalization Part B: \$198 per year Part D: \$0-\$435	Part A: \$0 Part B: \$198 per year Part D: \$0-\$435 Plan G: \$0	\$0-500 (may have separate prescription deductible)
Coinsurance (% of negotiated rate you pay after meeting your deductible)	20% to a maximum of \$1,500	Part A: \$0 for 60 days Part B: 20%, no maximum Part D: varies, no max.	Part A: \$0 Part B: \$0 Part D: varies, no max. Plan G: \$0	Generally uses co-pays: \$0-\$295 hospital \$5-\$35 physician \$20-\$100 prescription
Annual out-of-pocket maximum	\$3,000	Part A: no limit Part B: no limit Part D: varies; catastrophic coverage after \$5,000	Part A: \$0 Part B: \$198 Part D: varies; catastrophic coverage after \$5,000 Plan G: \$0	\$6,200 for lowest Part C Prescription catastrophic coverage after \$5,000
Cost Examples	The Navigators Health Plan	Traditional Medicare ¹	Traditional Medicare with Medigap Plan G ^{1,2}	Part C: Medicare Advantage ¹
Healthy Helga Preventive care 1 primary care visit 2 generic prescrip.	Medical Costs: \$398 \$0 \$158 \$10 each = \$240 per year	Medical Costs: \$398 \$0 \$158 \$10 co-pay each = \$240	Medical Costs: \$398 \$0 \$158 \$10 co-pay each = \$240	Medical Costs: \$485 \$0 \$5 \$20 co-pay each = \$240
Healthy Helga: Total medical costs + premiums per year	Total Cost: \$1,514	Total Cost: \$2,289 (for lowest premium Part D option)	Total Cost: \$3,645 (for lowest premium Part D and Plan G options)	Total Cost: \$2,220 (for lowest premium Part C option)
Accident Alex \$10,000 accident including ambulance, hospitalization, x-rays, and follow-up care	Medical Costs: \$3,000 (out-of-pocket maximum)	Medical Costs: \$3,525 \$1,606 deductible \$1,679 coinsurance + \$240 prescription costs	Medical Costs: \$438 \$198 deductible 2 generic prescriptions at \$10 co-pay each = \$240	Medical Costs: \$985 \$350 ambulance \$290 hospital \$105 follow-up visits + \$240 prescription costs
Accident Alex: Total medical costs + premiums per year	Total Cost: \$4,116	Total Cost: \$5,416 (for lowest premium Part D option)	Total Cost: \$3,685 (for lowest premium Part D and Plan G options)	Total Cost: \$2,720 (for lowest premium Part C option)
Joint Replacement Jack \$30,000 including hospitalization, MRI, and follow-up care	Medical Costs \$3,000 (out-of-pocket maximum)	Medical Costs: \$7,525 \$1,606 deductible \$5,679 coinsurance + \$240 prescription costs	Medical Costs: \$438 \$198 deductible 2 generic prescriptions at \$10 co-pay each = \$240	Medical Costs: \$6,440 \$6,200 out-of-pocket maximum + \$240 prescription costs
Joint Replacement Jack: Total medical costs + premiums per year	Total Cost: \$4,116	Total Cost: \$9,416 (for lowest premium Part D option)	Total Cost: \$3,685 (for lowest premium Part D and Plan G options)	Total Cost: \$8,175 (for lowest premium Part C option)

¹ Compare Medicare Part D and Medicare Part C (Advantage) plan costs for your area on [Medicare.gov](https://www.medicare.gov)

² Compare Medigap plans at <https://www.medicare.gov/medigap-supplemental-insurance-plans/>

Educate Yourself Before You Make Your Decision

- Visit www.medicare.gov for more detailed information on costs, what the different parts of Medicare cover, and answers to specific questions
- Contact Jeffrey M. Caron at jeff@easymedicareplanning.com or 303-594-0146. Jeff is an independent broker licensed around the country and has provided great service to many Navigators.