

2024 Federal Benefits Open Season Overview

2024 MEDICARE and FEHB Update

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Chief Executive Officer

AFSA
11/16/2023



CONSOLIDATION



COMPLEXITY



COORDINATION



CONTINUITY



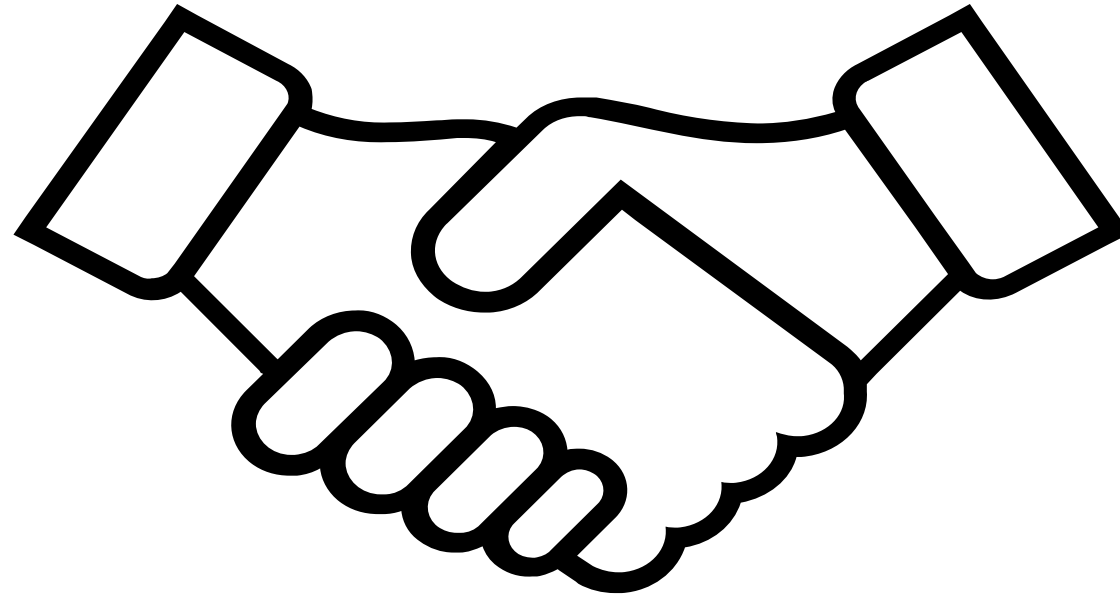
CHRONIC



There is a 6th, **and it's the biggest:**

COST

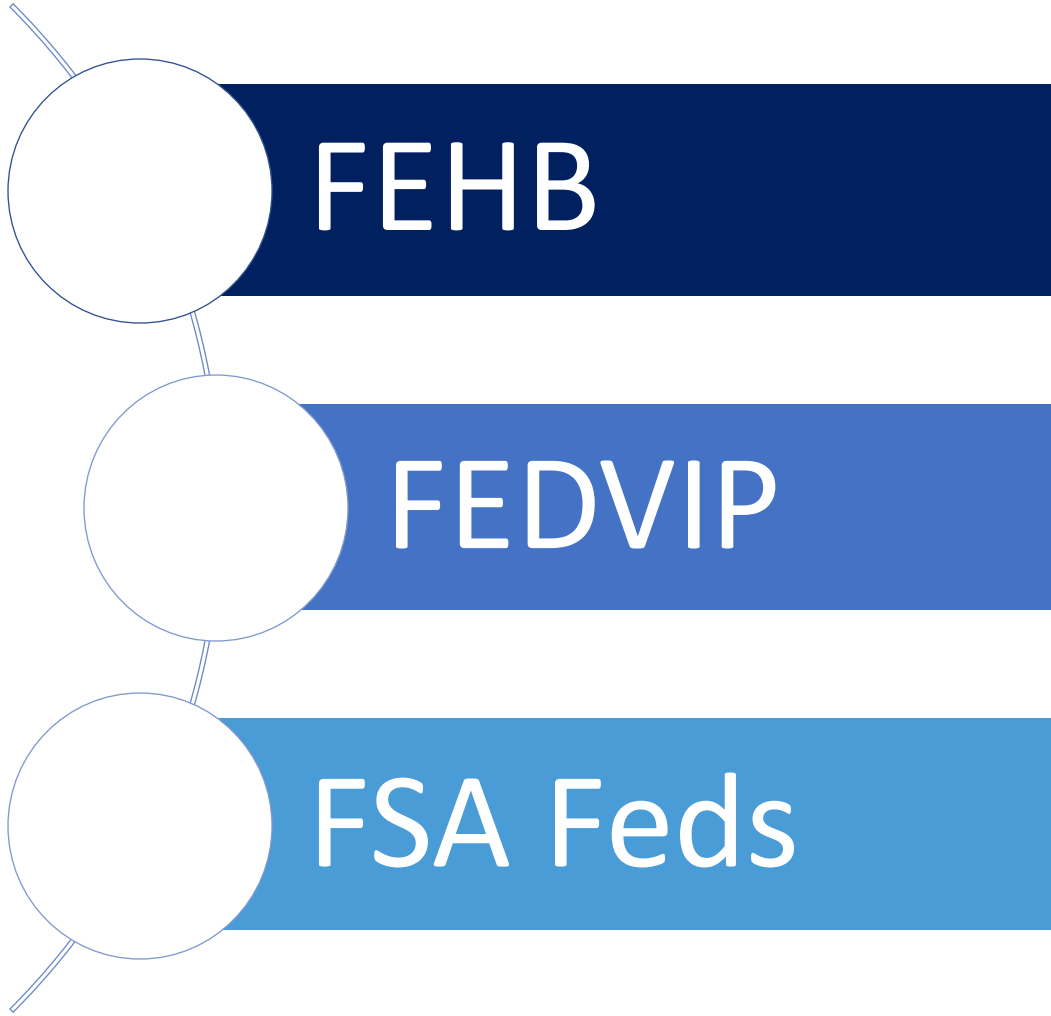
If we can address these challenges, maybe we can change the COST trajectory AND improve Quality of Life for members.



Open Season brings opportunity

Federal Benefits Open Season

11/13/23
thru
12/11/23



What *isn't* part of Open Season?

FLTCIP
www.ltcfeds.com

FEGLI
www.opm.gov/life

158 Plan Choices

17 Fee-For-Service

136 HMOs

16 HDHP
8 CDHP

Avg Enrollee Premium Increase = 7.7%

Higher utilization of Emergency Room Services and Outpatient Care

Increased utilization of professional services

Increased utilization and unit cost in SPECIALTY DRUGS

FEHB in Retirement

Some plans offer Part B Incentives

39 Plans offer Medicare Advantage or PDP

5-Year Rule TRICARE counts

Health Equity

- Maternal Health
- Gender Affirming Care
- Obesity- prevention and treatment –especially in our youth

Comprehensive Benefits

- COVID-19 Countermeasures
- Infertility Treatment and Support
- **Women's Health**
- Mental Health/Substance Use Disorder

Ongoing

- Access to Care
- Transparency
- Support for Chronic Conditions

 **Let's delve deeper** 

Obesity

Anti-Obesity Drugs

- Wegovy – approved for weight loss
- Ozempic and Mounjaro – result in weight loss, but approved for other diagnoses
- Extremely effective but with side effects
- May have to take long term to avoid weight gain

Changing standards for adolescents

- Drug therapies – some approved beginning at age 12
- Surgical solutions

Infertility Treatment and Support

Basic

- Diagnostic Tests, procedures to identify cause
- Medical or Surgical procedures to enhance

Comprehensive

- ICI, IUI, injectable medications

Advanced Reproductive Technology (ART)

- IVF, GIFT, ZIFTP

Prior Approval Requirements apply in U.S. and Overseas

Mental Health/Substance Use Disorder

22.8% of adults experience mental illness in 2021 (57.8M)

- Fewer than half received treatment

About our kids

- 16.5% of youth aged 6-17 experience a mental health disorder (7.7M)
 - Only half received treatment
- 50% of all lifetime mental illness begins by age 14 and 75% by age 24
- Suicide is 2nd leading cause of death for 10-14 year olds

Mental Health/Substance Use Disorder

Provider shortage for years

- Both in U.S. and overseas

Telehealth/telemedicine can play a major role

- 56% of BEH visits in 2022 were virtual
- 83% of physicians surveyed in 2021 offered virtual visits (compared to only 13% in 2019)
- 47% of patients prefer online/virtual appts

Support for Chronic Conditions



Plans can have the most impact

- 6 in 10 adults have a chronic condition and 4 in 10 suffer from 2 or more
- 8% of children ages 5-17 must limit activities due to at least 1 chronic disease
- Available Programs and Services
 - Care Management- diabetes, HBP, asthma,
 - Pain Management
 - One-on-one & Digital



- Care Management-One-on-One continuous support
- Social Worker
- Compassionate Care
- Pain Management
 - Support when facing chronic pain or opioid dependency
 - Explore other treatment modalities
 - Remote physical/exercise therapy

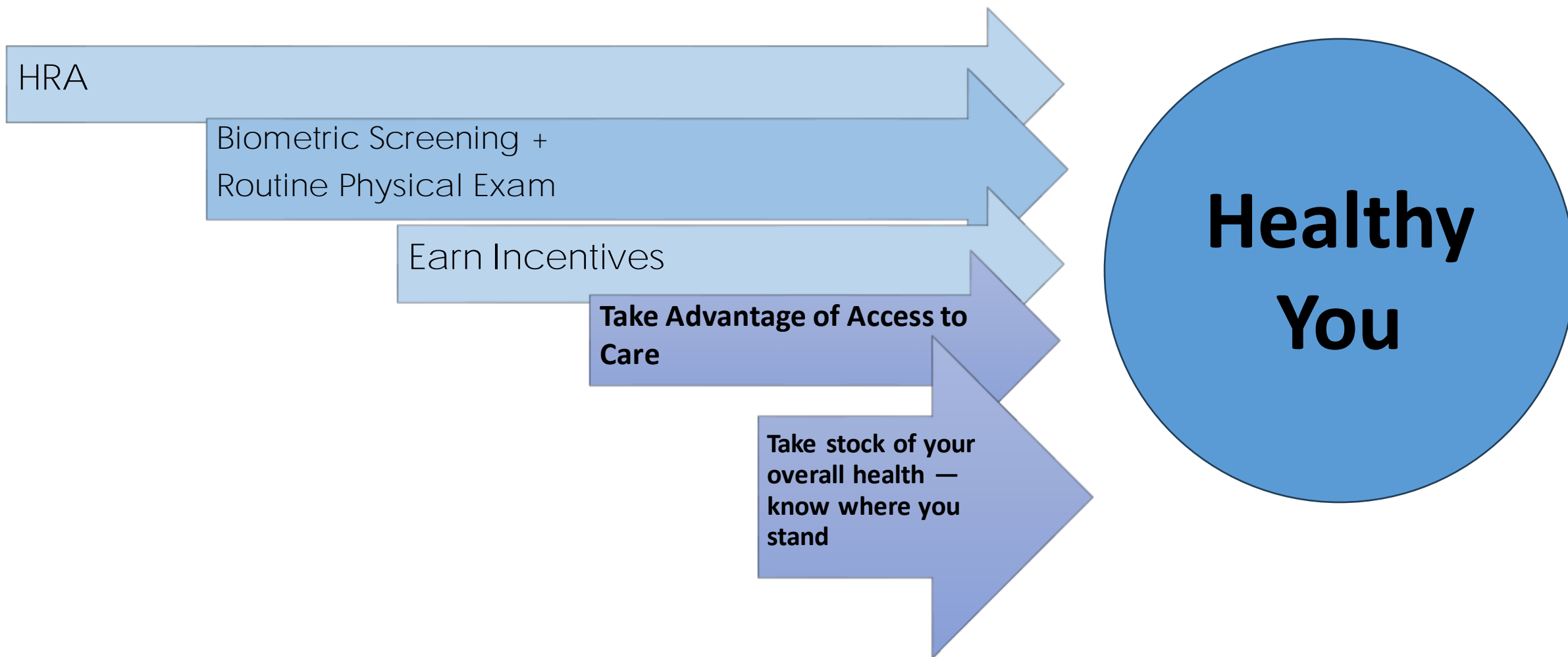
Independent Second Opinion – Expert review, help with appointment

- Domestic
- Some plans have overseas partnerships

Coaching

- To help you achieve your best health in a variety of areas and in managing numerous conditions,

Where to Start?



Telehealth services are offered through Plan's designated partners.

Coverage ranges

Limits on the number of visits.

Stateside

- *For general health, mental health, dermatology, and dietician*
- *Check cost share and visit limits*

Overseas

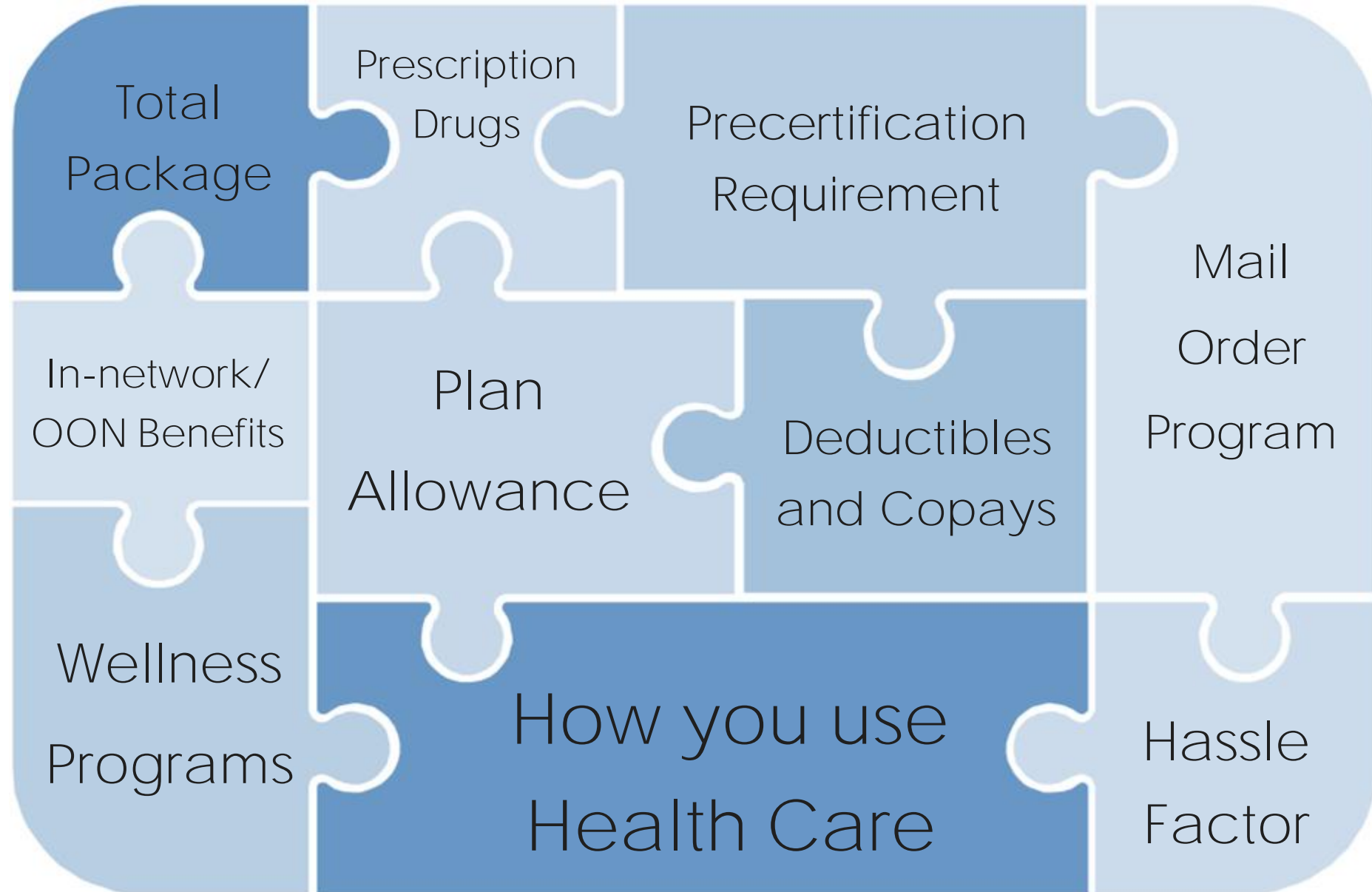
- *Challenge*
 - *Some plans offer for general health and mental health*

Telemedicine is a virtual visit with a provider not through our designated partners. These may be for follow-up, remote evaluation, or ongoing care.

Worldwide

- Telemedicine visits are covered the same as in person visits, including cost share and deductible based on network status
- Check Plan's coverage for telemedicine visits when member is overseas and provider is in U.S.
 - Processed based on member or provider's location?
 - How does network status of provider affect coverage?

YOU ARE YOUR BEST AND ONLY ADVOCATE FOR YOUR HEALTH—
SO, in Addition to the Premium, Consider



Important Tidbits

Prescription Prior Authorization (PA)

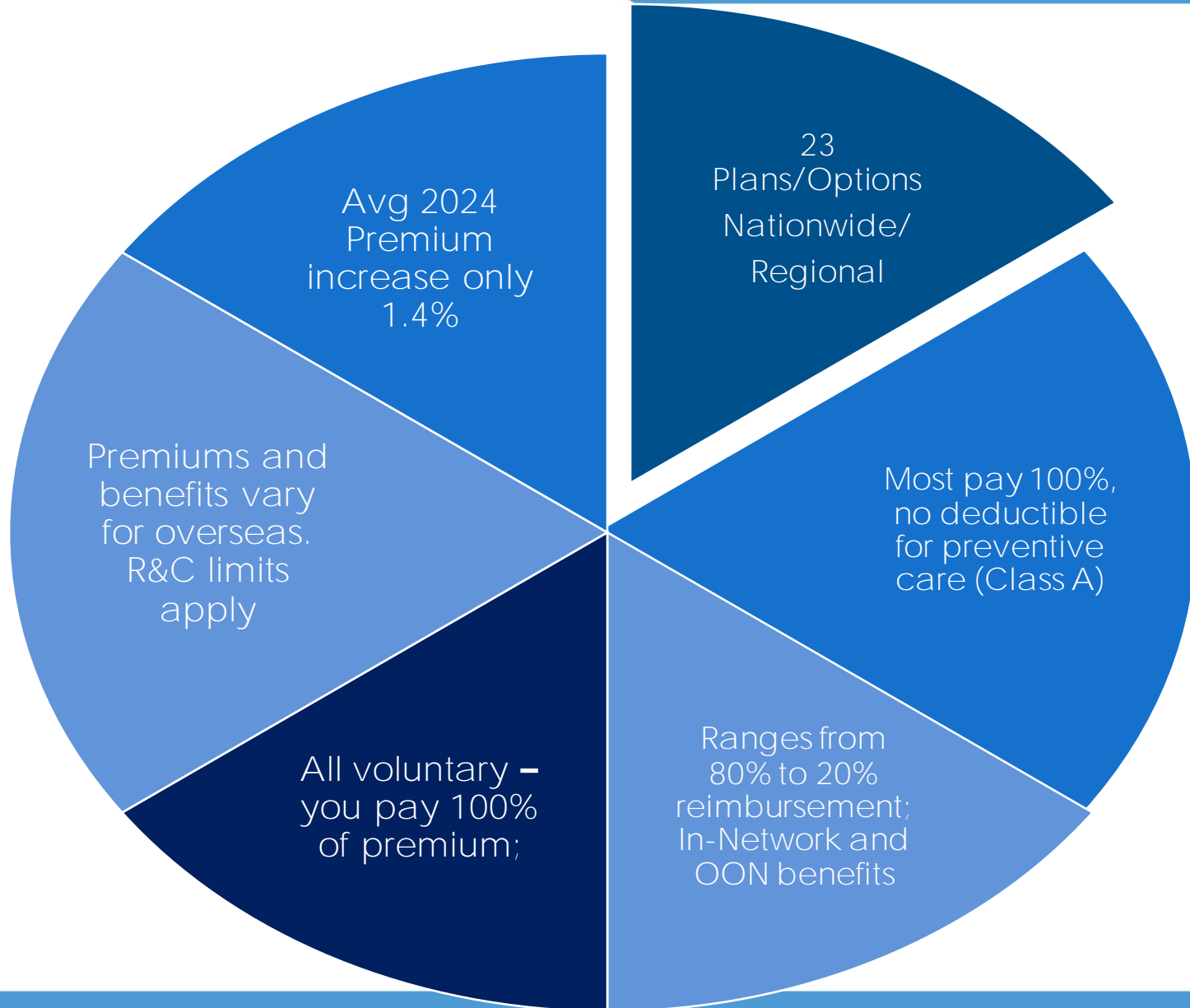
More drugs require prior authorization

- Need additional info from prescriber to ensure Rx is used as approved
- Applies to some specialty and non-specialty drugs
- Needs to be renewed at least annually

HIPAA-3 form

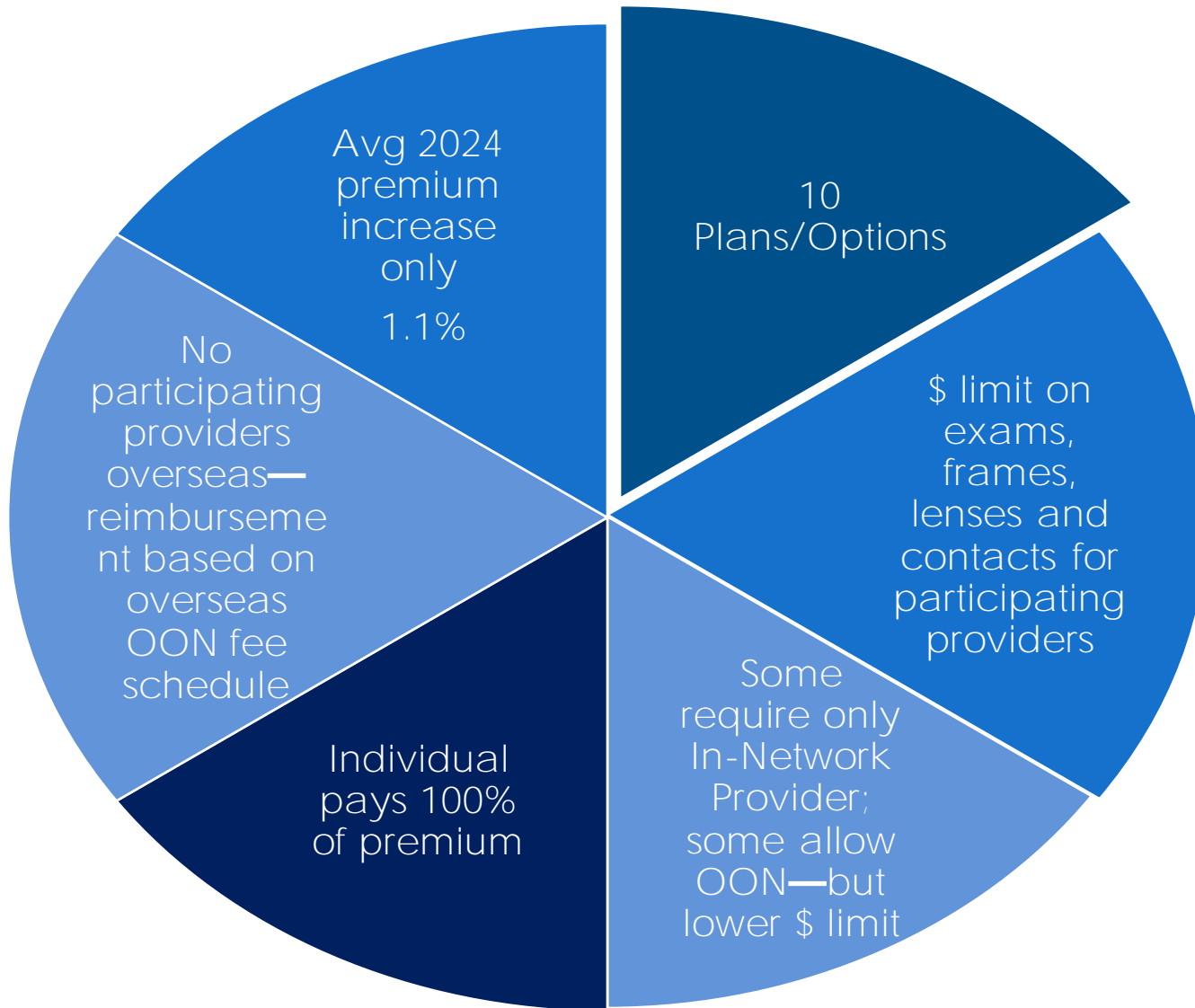
HIPAA release form required to discuss your claims or anything about you with another person

- i.e., your spouse, child, sibling, etc., we MUST have authorization on file
- Go to your Plan's website and complete
- Or provide a POA



Enrollment is through
BENEFEDS not FEHB

Visit: www.benefeds.com
877-888-3337 to enroll



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Consider Alternative Ancillary Programs

Dental and Vision Insurance Programs

FEDVIP – supplemental plans for routine dental/vision services

Sponsored plans may have more flexible enrollment rules and better overseas coverage

All are SUPPLEMENTAL – you will have OOP costs

Sponsored Dental and Vision DISCOUNT Programs (U.S ONLY)

Excellent alternative for those with smaller needs- addresses the “What if”

Discounted prices on dental, vision, and LASIK services

Fee scheduled based- so you know what you will pay; no limit on usage

Sponsored Hearing Aid DISCOUNT Programs (U.S. ONLY)

National network of providers offering latest technology

Average savings of over \$1,800-more if used with FEHB Plan

2024 FSAFEDS-for ACTIVE only

Pretax reimbursement for eligible costs

- Coinsurance/copays
- Dental and eye exams, glasses, contacts
- OTC items i.e. antacids, pain relievers, first aid creams, etc. (IRS 213(d) eligible)

Health Care FSA(HCFSA) up to \$3050, (min of \$100); Spouse can have a separate HCFSA

- 2023 expenses must be filed by 4/30/2024
- Can carryover up to \$610 into 2024
 - Will forfeit amount if you do not re-enroll for 2024

LEX HCFSA – for employees with HDHP with an HSA

- Eligible expenses limited to OOP dental and vision care only

Dependent Care FSA (DCFSA) – up to \$5000 per household

- By law, DCFSA cannot use carryover
- Expanded to Active Duty service members & Active Guard Reserve.

To enroll www.FSAFEDS.com or 877-FSAFEDS (877-372-3337)

Current enrollees must re-enroll each year

Long Term Care

Long term care is putting a strain on resources

- Family member caregiving
- Personal savings
- Medicaid

Washington State created new LTC insurance requirement

- Provides minimal benefit for residents needing LTC - \$100/day for 365 days
- 17 other states considering similar laws

Consider your options

- LTCFEDS – closed through 12/2024
 - 11/9 deadline for current enrollees’ decision
- Long term care consultants can help find plan matching your needs

Let's talk about how



is

Caring For Your Health Worldwide™

Popular benefits and programs remain

Out-of-pocket costs

- Deductible remains at \$300 and \$600
- Coinsurance and prescription copays are not increasing
- Continue to accept overseas providers billed amounts as plan allowance

Alternative Benefits

- 50 visits EACH for massage therapy, acupuncture, and chiropractic services

Access

- Increasing Direct Billing Arrangement partnerships
- Telehealth available in U.S. and overseas at no charge to member

Responding to member needs and OPM requirements

Alternative Benefits

- Increasing the allowance to \$75 per visit

Increased infertility coverage / Women's Health Support

- No limit on artificial insemination or IVF (medical and drugs)
- Prior approval required in U.S. and overseas
- Addition of Maven Clinic to offer support around the world
 - Includes other Women's Health issues

Improved Gender Affirming Surgical Benefits

- In line with WPATH standards
- Prior approval required in U.S. and overseas

Responding to member needs and OPM requirements

Clarifying Benefits

- Coverage for mental wellness screening each year under preventive services
- Modify exclusions for certain types of counseling

New options for seniors

- Continuing optional MAPD – lower Rx out of pocket maximum
- Introduction of Medicare Prescription Drug Plan
 - Lower Rx out of pocket costs

FOREIGN SERVICE BENEFIT PLAN

Simple Steps to
Living Well
Together – 2024



*Max reward for 2024 is \$400

FOREIGN SERVICE BENEFIT PLAN

2024 Premium

FOREIGN SERVICE BENEFIT PLAN 2024 Premiums					
Bi-Weekly Premium			Monthly Premium		
Self Only Code 401	Self Plus One Code 403	Self & Family Code 402	Self Only Code 401	Self Plus One Code 403	Self & Family Code 402
\$ 82.62	\$211.30	\$204.38	\$179.01	\$457.82	\$442.83

IMPORTANT:

Two Party families can enroll in Self and Family (Code 402)

FEHB (ACTIVE)

- Most agencies offer two ways of making changes during Open Season:
 - 1. Through the agency's online self-service system. You will need your password to log in; or
 - 2. By submitting a Health Benefits Election Form, SF 2809 to the HR Service Center at HRSC@state.gov
- Have Questions? Contact HRSC@state.gov or call 866-300-7419

FEHB (RETIRED) Foreign Service

- Form SF-2809 sent with FS Newsletter
- Email: HRSC@state.gov
- Phone: 1.866.300.7419
- Mail: 1999 Dyess Ave., Bldg 644-E
Charleston, SC 29405

FEHB (RETIRED) Civil Service

Website: retireefehb.opm.gov/Annuitant/Home

Phone: 1.800.332.9798

Mail: Office of Personnel Management

Open Season Processing Center

P.O. Box 5000

Lawrence, KS 66046-0500

FEDVIP

You may enroll or make changes to your enrollment online at www.BENEFEDS.com

You *cannot* do this through your agency's self-service system or with a registration form.

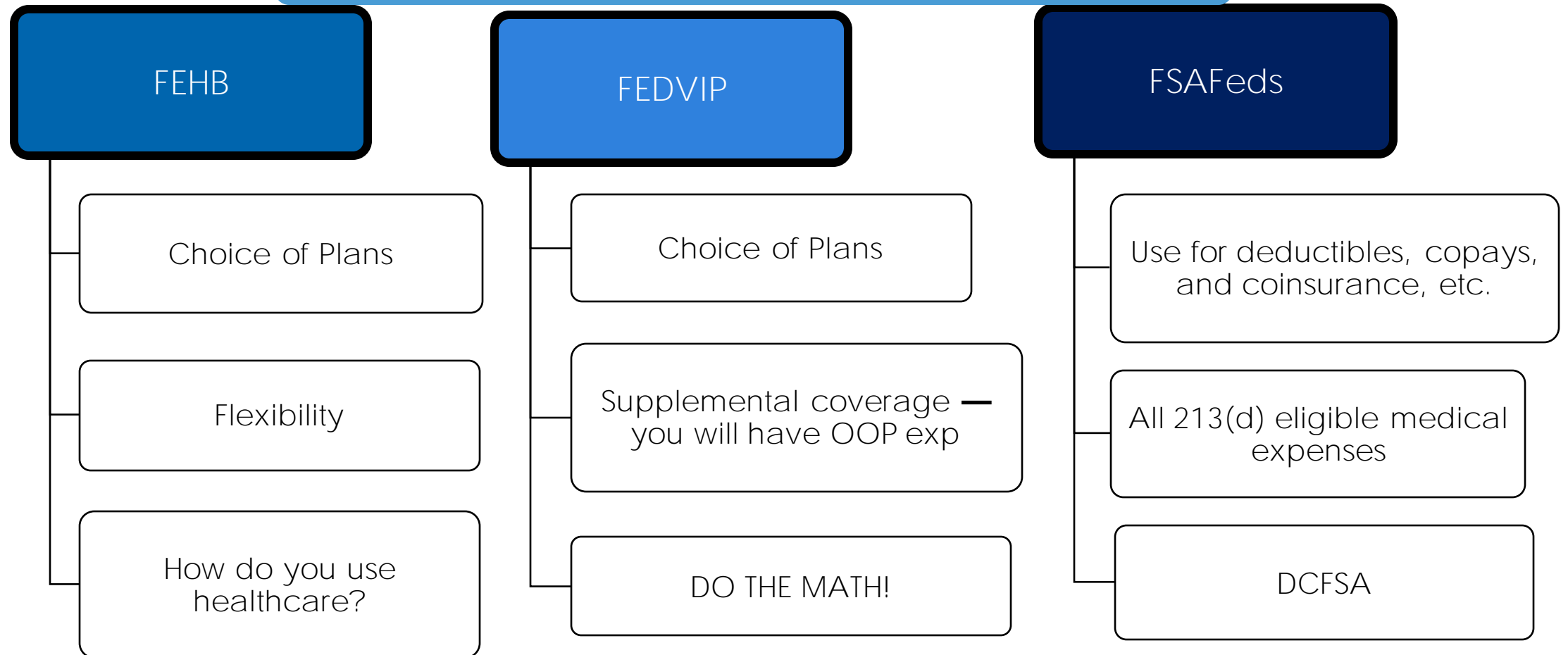
You will need your user ID and password or create a new account. You may also call BENEFEDS at 1-877-888-3337.

FSAFeds

You must re-enroll during the Open Season—your FSA enrollment *does not* carry over automatically to the next year.

Re-enroll at www.FSAFEDS.com or call 1-877-372-3337.

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FEHB Effective Date 1/1/2024 for Retirees & 1/14/2024 for Actives

Resources

☐ **AFSPA Talks** - www.afspa.org/podcast

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- Recordings of past webinars



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www.afspa.org/openseason





2024 MEDICARE AND THE FEHB UPDATE

Medicare

- No big changes to Medicare in 2024
- Premium
 - \$174.70 – Standard Monthly premium
 - Be aware of possible additional premium due to IRMAA
- Deciding to enroll in Part B remains a **personal decision**



2024 Part B Premium: Modified Adjusted Gross Income (MAGI) Two Year Look-Back on Income



Income: Individual 2022 Tax Year	Income: Jointly 2022 Tax Year	2024 Monthly Premium
\$103,000 or below	\$206,000 or below	\$174.70
\$103,001 - \$129,000	\$206,001 - \$258,000	\$244.60
\$129,001-\$161,000	\$258,001-\$322,000	\$349.40
\$161,001 - \$193,000	\$322,001-\$386,000	\$454.20
\$193,001- \$500,000	\$386,001-\$750,000	\$559.00
Above \$500,000	Above \$750,000	\$594.00

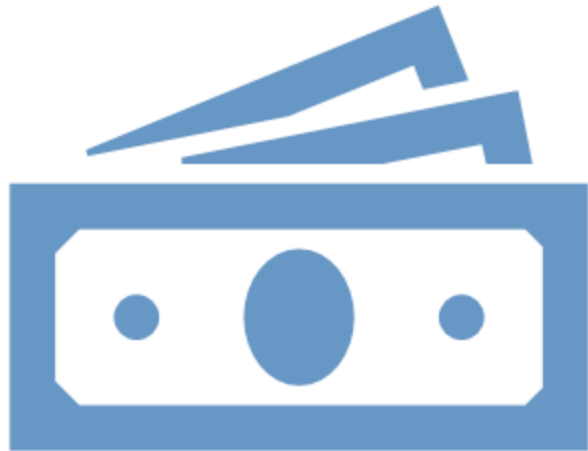
“Medicare Premiums: Rules for Higher-Income Beneficiaries”:
<https://www.ssa.gov/benefits/medicare/medicare-premiums.html>

Retired Over 65: FEHB FFS & Medicare Medicare A & B Primary

- Plans fill most of the gaps in Medicare for services covered by them (be aware of SNF limits)
- Plans waive some costs, like deductible, medical coinsurance/copays, etc.
- Plans coordinate coverage (COB) with Medicare
- Patient generally has little or no liability

The FEHB plans remain primary for PRESCRIPTION DRUGS (except for very limited number like injections at dr's office, certain oral cancer drugs, immunosuppressive drugs, etc.)

Medicare Part B Incentives under Some FEHB Plans



- Copay, Coinsurance or deductible waivers
- Lower Prescription Copays
- Limited Reimbursement for portion of Medicare Part B Premiums

Medicare Update

- Medicare Advantage Plans (Part C) are increasing in popularity
 - Some FEHB plans offer options for MAP-D
 - For 2024 a few will offer PDP within their regular plan design



Federal Employees MAP– Optional Program – depending on plan



- Meal delivery after hospital stay
- Transportation to medical appointments
- Telehealth
- Fitness Benefits through Silver Sneakers
- Part B premium reduction through reimbursement
- Prescriptions (Part D) coverage optional or may be included in the Plan's MAP
- Hearing aids/Vision – glasses/contacts

Must be enrolled in Medicare Parts A & B

You won't have to suspend your FEHB plan as you would with a commercial MAP program

Understand that Medicare Rules apply – it is NOT the same as regular FEHB plan benefits

EXAMPLE -

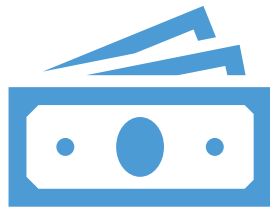
FSBP - Aetna Medicare Advantage (PPO) plan



FSBP - Aetna Medicare Advantage designed for FSBP retirees with Medicare Parts A and B

You'll also have:

- Keep the same \$0 cost sharing for deductibles, copayments and coinsurance that you have today.
- Enroll to get enhanced benefits at an affordable price with no extra cost to you.



- \$900 per year Medicare Part B premium reduction for eligible members
- Added programs such as SilverSneakers® and Healthy Home Visits
- Prescription copays: as low as \$0 from preferred pharmacies and \$2 from standard pharmacies (New for 2024 – CAT MAX of \$2000)
- Unlimited chiropractor, physical, occupational, and speech therapy visits
- Enhanced Acupuncture and podiatry care
- Nationwide providers -use any provider who is eligible to receive Medicare payment and accepts the plan
- One routine vision exam at \$0

**IMPORTANT –
Review YOUR specific Plan's benefits**

For questions about the FSBP- Aetna Medicare Advantage plan

Visit fsbphealth.com/retiree

Find more information

- Enrollment links
- Online provider directory
- Frequently Asked Questions (FAQs)
- Prescription formulary

Ready to opt in or have questions?

Visit AetnaRetireeHealth.com/FSBP.

Or call us at **1-866-241-0262 (TTY: 711)** Monday—
Friday, 8 AM— 8 PM ET

FEHB Plans with Medicare Prescription Drug Plan(PDP) – NEW for 2024

Medicare Prescription Drug Plan (PDP)

- Allows group plans to enroll members aged 65 and older in a Part D plan and take advantage of lower costs set within Part D plans
- OPM is allowing for the first time in 2024
- All eligible members age 65+ will be automatically enrolled; can opt-out if desired; but will not be allowed to change until Open Season 2024
- Some plans may structure cost sharing to make the option appealing for members with lower copays, a lower out of pocket max for Rx drugs along with wrap-around coverage
- CMS rules apply, including possible IRMAA premium add-on(\$12.90-\$81)
 - Still a good deal for most – DO THE MATH

Only an enhancement to the Prescription Drug Benefit (5f) – members receive all same other benefits and programs in regular Plan design

EXAMPLE: FSBP - Express Scripts Medicare® Prescription Drug Plan(PDP) -

Benefits

- No deductible
- Catastrophic Protection OOP Max limit of \$2000 per person annually
- No gap in coverage
- RX Copays and Coinsurance with wider network of pharmacies
 - 30 days
 - Up to 90 days
- CMS rules apply, including possible IRMAA premium add-on (\$12.90-\$81 depending on MAGI)
- DO THE MATH – most will save \$ on copays, especially if taking numerous prescriptions
- For most it will be a WIN-WIN

FSBP 2024 Plan Design-PDP

Current FSBP High Option Plan Design

NEW-2024 FSBP Express Scripts Medicare Prescription Drug Plan

Tier Name	Tier Number	Retail 30 Day Supply	Retail/Mail 90 Day Supply
Generic	1	\$10	\$15
Preferred	2	25% (\$30 min/\$100 max)	\$60
Non-Preferred	3	35% (\$60 min/\$200 max)	35%(\$80 min/\$500 max)
Specialty Generic	4	25% w/\$150 max	25% w/\$150 max
Specialty Formulary	5	25% w/\$200 max	25% w/\$200 max
Specialty Non-Preferred	6	35% w/\$300 max	35% w/\$300 max

Tier Name	Tier Number	Retail 30 Day Supply	Retail/Mail 90 Day Supply
Generic	1	\$2	\$4
Preferred	2	\$40	\$60
Non Preferred	3	46 \$75	\$150
Specialty	4	25% w/\$150 max	25% w/\$150 max

IMPORTANT –Review YOUR specific Plan’s benefits

For questions about the FSBP- Express Scripts PDP

Visit afspa.org/fsbp

For questions on the benefits

- Review official plan materials on website
www.afspa.org/pdp
- Call Express Scripts PDP team at
855-690-8353

To opt out

- Visit afspa.org/pdp
- Call AFSPA at 202-833-4910

Please note: PDP enrollment is individual.

MEDICARE RESOURCES

■ FOCUS on MEDICARE Series

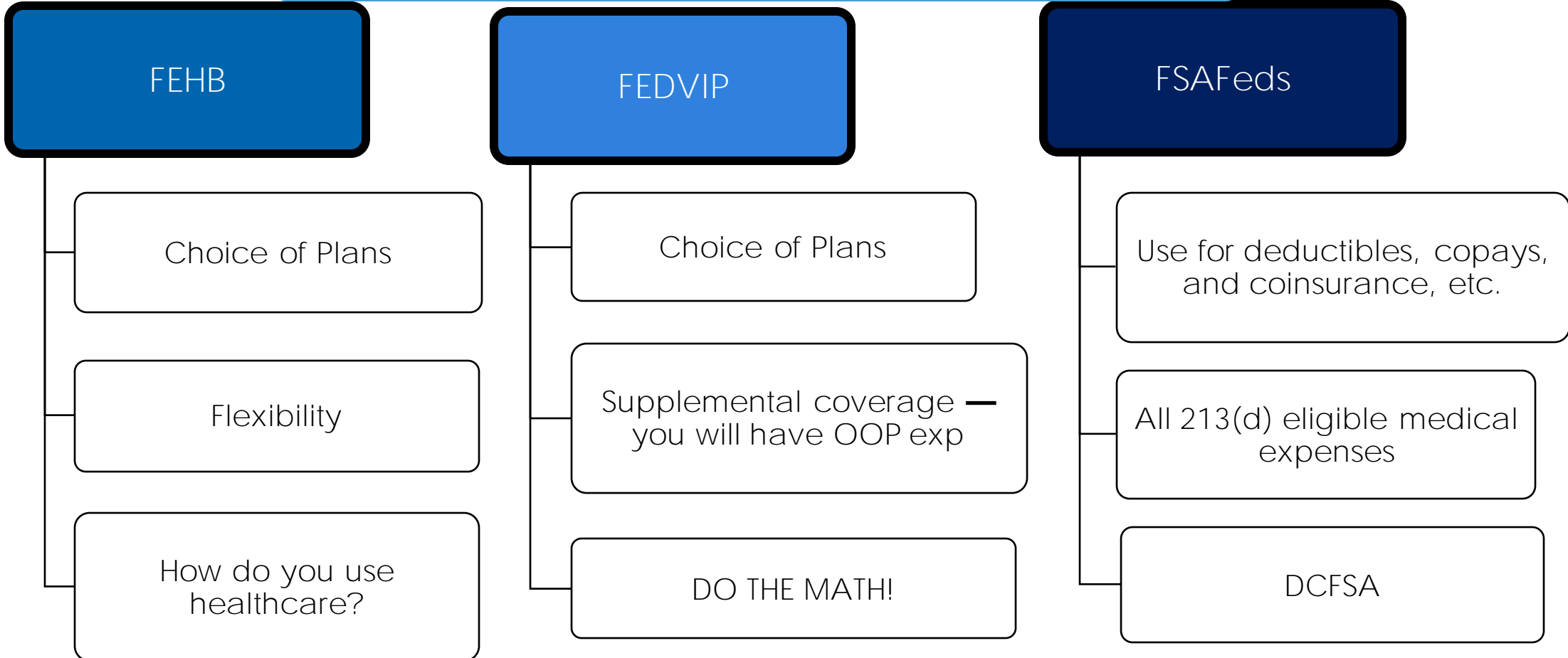
- ❑ Buzzsprout at www.afspataalks.buzzsprout.com/
- ❑ Videos at www.youtube.com/afspacares
 - Medicare and the FEHB
 - Medicare, Tricare and the FEHB (featuring Dr. Christine Hunter, USN, Ret.)
 - Federal Medicare Advantage Plans
 - FSBP - Express Scripts Medicare® Prescription Drug Plan(PDP)

All other episodes can be found at www.afspa.org/podcast



Federal Health Benefits

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