

Your 2023 Kaiser Permanente FEHB Guide to Medicare

Get lower copays and extra benefits without increasing your FEHB monthly premium





Get the most out of your FEHB coverage

Did you know you can enhance your FEHB benefits by enrolling in a Kaiser Permanente Medicare health plan for Federal employees?

It's worth considering a Kaiser Permanente Medicare health plan for Federal Members. You keep your FEHB coverage, but you will pay lower copayments and get additional benefits.

This guide will help you understand your options so you can choose the coverage that's right for you. You'll also find tools and tips to make your transition easier.

2023 Benefit Highlights

\$ **NEW** higher Part B premium reimbursement amount up to **\$200/month**



Non-emergency transportation

WHAT'S INSIDE THIS GUIDE

The 4 parts of Medicare – and what they cover	2
Why choose a Kaiser Permanente Medicare health plan? ...	5
Choosing the right Kaiser Permanente FEHB option	6
Compare your options for 2023	7
Enrolling in Medicare	10
Convenient and personalized care	12

If you have questions or are ready to enroll, our Kaiser Permanente Medicare specialists are here for you. Call one of our Kaiser Permanente Medicare specialists at **1-877-547-4909** (TTY **711**), Monday through Friday, 6 a.m. to 7 p.m. (PST)



The 4 parts of Medicare – and what they cover

PART A	PART B
<p>Hospital Insurance</p> <ul style="list-style-type: none"> • Inpatient care • Skilled nursing facility care • Home health care <p>You pay no premium if you or your spouse paid Medicare taxes for at least 10 years while working.</p>	<p>Medical Insurance</p> <ul style="list-style-type: none"> • Services from doctors and other health care providers • Outpatient care • Durable medical equipment <p>You pay a monthly premium.</p>
PART C	PART D
<p>Medicare Advantage Bundles Part A, Part B, and usually Part D</p>	<p>Prescription Drug Coverage Prescriptions not included in Parts A and B coverage</p>

- Senior Advantage for Federal Members (HMO) is a Medicare Advantage plan with Part D prescription drug coverage.
- You do not pay a premium to enroll in Senior Advantage for Federal Members.
- You must be a Kaiser Permanente FEHB member to enroll in Senior Advantage, so you don't suspend your FEHB coverage.

Is there a penalty for not enrolling in Medicare Part D?

As long as you keep your FEHB coverage, you won't have to pay a penalty if you join a Medicare prescription drug plan later. Medicare requires your prescription drug plan to be as good as or better than standard Medicare Part D to avoid the late enrollment penalty. Your FEHB coverage is considered to be "creditable coverage."

Medicare Part B premium reimbursement

You won't pay any additional FEHB premium by enrolling in Senior Advantage for Federal Members. What will you pay for Medicare Part B after Kaiser Permanente's Part B premium reimbursement?

We will reimburse you up to **\$200** per month for the Medicare Part B premium you pay with Senior Advantage 2 for the High or Standard Option.

Everyone is charged a premium for Medicare Part B coverage. Most people pay the standard Medicare Part B premium, which was \$170.10 per month in 2022. You may have an extra charge added to your Part B premium if:

- You have a higher income. If your income is above a certain amount, you'll pay the standard premium amount and an Income Related Monthly Adjustment Amount, also known as Part B IRMAA. Note that you'll also pay Part D IRMAA.
- You enroll in Part B late. If you don't sign up for Part B when you're first eligible, you may have to pay a late enrollment penalty for as long as you have Part B. Your monthly premium for Part B may go up 10% for each full 12 months in the period that you could have had Part B but didn't sign up for it.

You can contact Social Security to determine your Part B premium, then do the math. Subtract the amount you get reimbursed from the Part B premium you pay. Even if you pay a premium, it may be a good long-term retirement decision to enroll in Part B to get better benefits. To find out, go to ssa.gov or call Social Security at **1-800-772-1213** (TTY **1-800-325-0778**), Monday through Friday, 8 a.m. to 7 p.m.

Helpful resources

We want you to understand your choices and options. If you have questions, here are some helpful resources:

Medicare

To learn more about Medicare coverage or enrollment periods or to ask a general question about Medicare, go to medicare.gov or call **1-800-633-4227**, 24 hours a day, 7 days a week. TTY users, call **1-877-486-2048**.

Social Security

To get more information about your Medicare eligibility, sign up for Part A and/or B, or determine your Part B premium, visit ssa.gov or call Social Security at **1-800-772-1213**, Monday through Friday, 8 a.m. to 7 p.m. TTY users, call **1-800-325-0778**.



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Get more with a Kaiser Permanente Medicare health plan

Why choose a Kaiser Permanente Medicare health plan for FEHB members?

As a Kaiser Permanente member, you can enhance your FEHB benefits without increasing your premiums by enrolling in a Kaiser Permanente Senior Advantage for Federal Members (HMO) plan.¹ You keep your FEHB coverage, but you'll pay lower copays and get additional benefits.

You'll need to have Part B to enroll in Senior Advantage. **NEW FOR 2023:** We'll reimburse High and Standard Option members up to **\$2,400** per year (**\$200** per month) for the Medicare Part B premium with Senior Advantage 2. This covers what most people pay, including Late Enrollment Penalties (LEP) and Income Related Monthly Adjustment Amount (IRMAA).

Attend a FREE² online seminar.



Live webinars available

Webinar meetings available online to meet your busy schedule. Or watch our on-demand webinars anytime that works for you. Register for a live webinar presented by Kaiser Permanente's FEHB Medicare team.

Join us to hear about the exclusive Medicare health plan benefits available only to Federal members. You'll also learn about the next steps you need to take, get resources to help you enroll, and have the opportunity to ask questions that are important to you.



Scan the QR code with your smartphone's camera or visit kp.org/fedsmedicare to RSVP for an online webinar.

For a full list of benefit changes, refer to the FEHB plan brochure RI 73-019 and Kaiser Permanente Medicare *Evidence of Coverage*.



For more information on our Kaiser Permanente Medicare health plans for FEHB members, visit kp.org/feds.

What Senior Advantage plans are available to FEHB members?

As a Federal retiree, you can select the Senior Advantage plan that best fits your lifestyle no matter what plan option you're on.

All Senior Advantage options offer:

Nonemergency transportation to medical providers (up to 20 one-way rides)

Membership in SilverSneakers® fitness program at no extra cost*

If you are a High or Standard Option member, you have 2 great choices

By enrolling in Senior Advantage, you get the additional benefits summarized below. See the chart on pages 8-9 for details.

Senior Advantage 1	Senior Advantage 2
<ul style="list-style-type: none">• Lower copays for primary and specialty care office visits, outpatient surgery, inpatient hospital care, emergency care, and prescription drugs• No annual deductible (Standard Option)• Lower out-of-pocket maximum• Up to a 60-day supply of prescription drugs at plan pharmacies for one copay• \$250 eyewear allowance every 24 months (High Option)• \$1,000 hearing aid allowance every 3 years (High Option)	<ul style="list-style-type: none">• Up to \$2,400 reimbursement per year (\$200 per month) for your Medicare Part B premium• Lower copays for primary and specialty care office visits (High Option), inpatient hospital care, emergency care, and most prescription drugs• No annual deductible (Standard Option)• Lower out-of-pocket maximum• Up to a 60-day supply of prescription drugs at plan pharmacies for one copay

Prosper (formerly named Basic Option) members can get better benefits with Senior Advantage

- **No deductible**
- **Lower copays** for inpatient hospital care, emergency care, ambulance, and some prescription drugs
- **\$0 copays** for X-rays
- **Up to a 60-day supply** of prescription drugs at plan pharmacies for one copay
- **Lower out-of-pocket maximum**

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Choosing the right FEHB option

When you become eligible for Medicare, you may be able to change your current plan option. There are 2 ways to learn more about making enrollment changes outside of Open Season:

- Go to **opm.gov**.
- Contact your employing agency or retirement office.

Enrolling in Senior Advantage for Federal Members does not change your FEHB premium. The FEHB premium share you currently pay is listed in the table below.

Your Premium Share*		High Option	Standard Option	Prosper
Self Only	Biweekly	\$103.23	\$77.73	\$48.31
	Monthly	\$223.66	\$168.42	\$104.68
Self Plus One	Biweekly	\$259.76	\$175.67	\$109.20
	Monthly	\$562.81	\$380.62	\$236.59
Self and Family	Biweekly	\$208.86	\$175.67	\$118.86
	Monthly	\$452.53	\$380.62	\$257.53

Enrollment Code†	High Option	Standard Option	Prosper
Self Only	651	654	N41
Self Plus One	653	656	N43
Self and Family	652	655	N42

*The above FEHB rates do not apply to all enrollees. If you are in a special enrollment category, please refer to the FEHB Program website or contact the agency or Tribal Employer which maintains your health benefits enrollment. You must continue to pay the Medicare Part B premium to remain in the Kaiser Permanente Medicare health plan. Self Plus One enrollees covering themselves and one other eligible family member may choose either the Self Plus One or Self and Family enrollment type, whichever has a lower premium. You should decide which enrollment type is best for you.

†To sign up or change options, find your enrollment code in the chart above. Then, visit opm.gov to enroll online or contact your employing agency or retirement office for next steps and other information. These are highlights of the FEHB enrollment process. Please refer directly to opm.gov and your employing agency or retirement office for FEHB coverage effective dates, enrollment procedures and deadlines, and other information.

You can enroll in Kaiser Permanente Senior Advantage for Federal Members if you have Medicare Parts A and B or Part B only and are an FEHB Kaiser Permanente member.

Senior Advantage (HMO) for Federal Members

2023 Benefits and Services		High Option		
		Without Medicare	Senior Advantage 1	Senior Advantage 2
Deductible		None	None	None
Outpatient services				
Preventive care		\$0	\$0	\$0
Telehealth		\$0	\$0	\$0
Primary care office visit		\$20	\$5	\$15
Specialty care office visit		\$30	\$15	\$25
Procedures during a specialty office visit		\$0	\$0	\$0
Most lab tests/X-rays		\$0	\$0	\$0
Chiropractic - 20 visits per year		\$30	\$15	\$15
Hospital services				
Outpatient surgery	Ambulatory surgical center	\$150	\$50	\$150
	Outpatient hospital	\$250	\$50	\$150
Inpatient hospital		\$500 per day up to \$1,000 per admit	\$100	\$300
Emergency and urgent care				
Urgent care		\$30	\$20	\$30
Emergency care		\$300	\$60	\$90
Ambulance		\$150	\$100	\$150
Prescription drugs³				
Expanded preventive maintenance		Not applicable	Not applicable	Not applicable
Generic	Preferred	\$15	\$5	\$10
	Nonpreferred	\$60	\$5	\$10
Brand	Preferred	\$40	\$20	\$40
	Nonpreferred	\$60	\$20	\$40
Specialty		\$100	\$40	\$60
Additional Senior Advantage benefits				
Eyewear allowance (every 24 months)		Not covered	\$250	Not covered
Fitness membership		Not covered	SilverSneakers®	SilverSneakers®
Hearing aid allowance for adults (per ear, every 36 months)		Not covered	\$1,000	Not covered
Acupuncture - up to 20 visits per calendar year		Not covered	\$15	Not covered
Nonemergency transportation		Not covered	Included	Included
Over-the-counter drugs and supplies		Not covered	Included	Included
Part B reimbursement		None	None	Up to \$200 per month
Out-of-Pocket Maximum		\$4,000	\$2,200	\$2,950

¹Deductible applies. ²Only applies to specialty care office visits. ³Plan providers determine the drug that is medically necessary. If you request another drug, you pay prices charged to members for noncovered drugs. Some drugs may not be eligible for mail-order delivery. For certain drugs, you can get prescription refills mailed to you through our Kaiser Permanente mail-order pharmacy. You should receive them within 3-5 days. If not, please call **1-866-523-6059** (TTY 711).

Notes:

- Deductible and out-of-pocket maximum amounts are per person, but no more than 2 times per family.
- Coinsurance (%) is based on our allowance.
- Members without Medicare Advantage pay \$100 for High Option for drugs administered in connection with your outpatient care. Members with

Enrolling in Senior Advantage for Federal Members does not change your FEHB premium. See page 7 for your premium share.

Standard Option			Prosper	
Without Medicare	Senior Advantage 1	Senior Advantage 2	Without Medicare	Senior Advantage
\$150	None	None	\$300	None
\$0	\$0	\$0	\$0	\$0
\$0	\$0	\$0	\$0	\$0
\$30 (\$0 for children through age 17)	\$20 (\$0 for children through age 17)	\$30 (\$0 for children through age 17)	\$10	\$10
\$40	\$35	\$40	\$35	\$35
10% ^{1,2}	10%	10%	20% ^{1,2}	20%
\$0	\$0	\$0	\$0 / \$35 ¹	\$0
\$40	\$20	\$20	\$40	\$20
\$200 ¹	\$200	\$200	\$275 ¹	\$275
\$300 ¹	\$200	\$200	\$375 ¹	\$275
\$750 ¹	\$250 per day up to \$750 per admit	\$250 per day up to \$750 per admit	20% ¹	\$275 per day up to \$1,100 per admit
\$40	\$40	\$40	\$35	\$35
\$350 ¹	\$80	\$90	\$375 ¹	\$90
\$200	\$195	\$200	\$250 ¹	\$235
\$5	\$5	\$5	\$5	\$5
\$15	\$10	\$10	\$15	\$15
\$70	\$10	\$10	\$80	\$15
\$50	\$40	\$40	\$60	\$50
\$70	\$40	\$60	\$80	\$50
\$200	\$60	\$100	\$300	\$75
Not covered	Not covered	Not covered	Not covered	Not covered
Not covered	SilverSneakers®	SilverSneakers®	Not covered	SilverSneakers®
Not covered	Not covered	Not covered	Not covered	Not covered
Not covered	Not covered	Not covered	Not covered	Not covered
Not covered	Included	Included	Not covered	Included
Not covered	Included	Included	Not covered	Included
None	None	Up to \$200 per month	None	None
\$5,500	\$2,950	\$3,300	\$7,000	\$3,600

Standard Option pay \$200, and \$300 for Prosper after the deductible for drugs administered in connection with your outpatient care. Prosper members with Medicare Advantage pay 20% of our allowance up to \$200 after the deductible for drugs administered in connection with your outpatient care.

- Telehealth options include video, phone, email, and more. See page 12, "Your care, your way."
- Copayments are for a 30-day supply at Kaiser Permanente pharmacies. You pay only 2 copays for up to a 90-day supply for most drugs through Kaiser Permanente's mail-order program.

This is a summary of the features of the Kaiser Permanente health plan, including Kaiser Permanente Senior Advantage for Federal Members. Before making a final decision, please read the Federal Employee Health Benefits (FEHB) brochure, RI 73-019. All benefits are subject to the definitions, limitations, and exclusions set forth in the FEHB brochure and the Kaiser Permanente Medicare health plan for Federal Members *Evidence of Coverage*.

When you can enroll in Medicare

Here's what you need to know about enrollment periods and when you can sign up for Medicare.

Initial Enrollment Period



You can first sign up for Part A and/or Part B during the 7-month period that begins 3 months before the month you turn 65, includes the month you turn 65, and ends 3 months after the month you turn 65.

General Enrollment Period



If you don't sign up for Part B when you're first eligible, you can sign up between January 1 and March 31 each year, for a July 1 effective date. Your coverage won't start until July 1 of that year, and you may have to pay a higher Part B premium for late enrollment.

Special Enrollment Period (SEP)



If you continue to work past age 65 and you delayed your enrollment in Medicare Parts A and B, you can sign up during SEP. You have up to 8 months from the date you retired to enroll in Medicare Parts A and B to avoid a late enrollment penalty.



What's next?

To learn more about Medicare benefits and eligibility, call Social Security at **1-800-772-1213** (TTY **1-800-325-0778**), Monday through Friday, 8 a.m. to 7 p.m.

If you're ready to enroll in a Kaiser Permanente Medicare health plan for Federal Members, or have questions, call our Kaiser Permanente Medicare specialists at **1-877-547-4909** (TTY **711**), Monday through Friday, 6 a.m. to 7 p.m. (PST). We'll be happy to answer your questions and walk you through the enrollment process.

When should I enroll in a Medicare health plan for Federal Members?

In general, the sooner you get Part B and enroll in one of our Medicare health plans for Federal Members, the sooner you start getting better benefits than with your FEHB coverage alone.

Remember that if you choose not to enroll in Part B when you're first able to, your Part B payments could go up by 10% for each year that you delay signing up for Part B. This is due to the Part B penalty applied by CMS. This penalty is subject to change.

If you or your spouse keeps working, you may be able to delay your Part B enrollment without a penalty. But why would you when you can start getting increased coverage at age 65 by enrolling in a Medicare health plan for Federal Members.



Your care, your way

As a Kaiser Permanente member, you have many convenient options for getting care the way you want it.



Come in

Many services under one roof

When you visit a Kaiser Permanente facility, you can see your doctor, get lab work or X-rays done, and pick up your prescriptions.

Worldwide care when it matters most

Traveling outside of our coverage area? Relax – as a Kaiser Permanente member, you're covered for emergency and urgent care anywhere in the United States or in the world.³



Call

Care by phone

If you have a condition that doesn't require an in-person exam, you can save yourself a trip to the doctor's office by scheduling a phone appointment. Plus, care guidance and advice are available by phone 24/7 at no extra cost.



Click

Manage your health online

You can email your Kaiser Permanente doctor's office, view most test results, refill most prescriptions, and schedule or cancel appointments – all online.⁴ You can also download the Kaiser Permanente mobile app, at no cost, to manage your health on the go.

Find the care you need

Visit kp.org/getcare to learn about all your care options. Get advice, make an appointment, find a nearby Kaiser Permanente urgent care center, and more.



Personalized care that fits your life



Consistent costs for quality care

With a Kaiser Permanente health plan, you pay predictable copays and coinsurance, and no additional costs for preventive services like your yearly checkup, mammograms, prostate exams, flu shots, and cholesterol tests.



Better care with a connected team

Your doctor, nurses, and specialists work together to keep you healthy. They're connected to each other, and to you, through your electronic health record.³ So they know important things about you and your health – like when you're due for a screening and what medications you're taking. A connected care team helps ensure nothing gets missed or forgotten, so you can stay on track.



Keep your Kaiser Permanente doctor – and change anytime

If you're already a member and are joining our Medicare health plan, you can stay with the health care team you know and trust.

All our available doctors welcome Kaiser Permanente Medicare health plan members. Read profiles online so you can select your personal doctor based on what's important to you – education, languages spoken, specialties, and more. Plus, you have the freedom to switch to another available Kaiser Permanente doctor at any time.



Quality care with you at the center

Preventive care can help keep you healthy, but we're also here if you get sick or need specialty care. You have access to a full range of specialists, including cardiologists, orthopedists, audiologists, and more. Our doctors are highly trained and experienced in medicine and come from renowned medical schools. More importantly, they're passionate about delivering high-quality care.

Kaiser Foundation Health Plan of Colorado

10350 E. Dakota Ave.

Denver, CO 80247

If you have questions or are ready to enroll, call one of our Kaiser Permanente Medicare specialists at **1-877-547-4909** (TTY **711**), Monday through Friday, 6 a.m. to 7 p.m. (PST)

**These rates do not apply to all enrollees. The rates shown are the maximum non-postal monthly premium share that Federal retirees pay. If you are in another enrollment category, please consult your FEHB brochure (RI 73-019) or contact the agency or Tribal Employer which maintains your health benefits enrollment. This is a summary of the features of the Kaiser Permanente health plan, including the Kaiser Permanente Medicare health plan for Federal Members. Before making a final decision, please read the Federal Employee Health Benefits (FEHB) brochure RI 73-019. All benefits are subject to the definitions, limitations, and exclusions set forth in the FEHB brochure and the Kaiser Permanente Medicare health plan for Federal Members EOC.

1. Includes Medicare Parts A, B, and D in a single plan. **2.** Free with no obligation to enroll. **3.** If you need emergency or out-of-area urgent care, you can get care from any provider. Check your *Evidence of Coverage* (EOC) for details. **4.** When receiving care at a Kaiser Permanente facility. All online features may not be available in some areas.

Kaiser Permanente is an HMO and HMO-POS plan with a Medicare contract. Enrollment in Kaiser Permanente depends on contract renewal. To join a Kaiser Permanente Medicare health plan, you must reside in the Kaiser Permanente Medicare health plan service area in which you enroll. Enrolling in a Kaiser Permanente Medicare health plan for Federal Members will not affect the benefits you receive through the Federal Employees Health Benefits (FEHB) Program, although the network and other rules of Medicare may apply. FEHB Program coverage is described in FEHB brochure RI 73-019.