

MEDICARE

FOR INDIVIDUALS 65+

Medicare enrollment periods

To ensure no gaps in coverage, arrange for Medicare and supplemental insurance before existing coverage ends

Initial enrollment period for Part A (hospitalization) and Part B (medical services).	Starts 3 months before 65th birthday, with coverage taking effect the first day of the month in which you turn 65.
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Special enrollment period for Parts A and B (for people who are working and covered by an employer group plan at 65)	Can enroll in Medicare anytime during employment or when group coverage ends.
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Initial enrollment period for Part C (Medicare Advantage).	May coincide with initial or special enrollment period for Parts A and B.
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Initial enrollment period for Part D (drugs).	May coincide with initial or special enrollment period for Parts A and B. Or, if you have creditable drug coverage through a retiree or employer plan, it is not necessary to enroll in Part D when you enroll in Parts A and B. However, if you lose that creditable coverage, you should enroll in Part D before such coverage ends (or no more than two months later to avoid penalties).
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Open enrollment period for Medigap policies	Starts the first of the month in which you BOTH are over 65 and have Part B, and lasts 6 months. During this time, Medigap insurers have to take you, regardless of health status. The ACA prohibition against denying people with pre-existing conditions does not apply to Medigap insurers.
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Annual open enrollment period for Medicare Advantage plans and drug plans: October 15 – December 7.

During this time you may:

- Change drug plans or enroll in a new drug plan
- Change Medicare Advantage plans or enroll in a new plan

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WEALTH PLANNING & MANAGEMENT

Premiums and deductibles for 2014

Part A: No premium if eligible for Social Security as a worker, spouse, divorced spouse, or surviving spouse

Part B monthly premium

MAGI* Single	MAGI* Joint	MAGI* Married filing separately	Part B monthly premium	Part B income-related adjustment	Total Part B premium	Part D Income-related adjustment**
≤ \$85,000	≤ \$170,000	≤ \$85,000	\$104.90	\$0.00	\$104.90	\$0.00
\$85,001 - \$107,000	\$170,001 - \$214,000		\$104.90	\$42.00	\$146.90	\$12.10
\$107,001 - \$160,000	\$214,001 - \$320,000		\$104.90	\$104.90	\$209.80	\$31.10
\$160,001 - \$214,000	\$320,001 - \$428,000	\$85,001 - \$128,000	\$104.90	\$167.80	\$272.70	\$50.20
> \$214,000	> \$428,000	> \$128,000	\$104.90	\$230.80	\$335.70	\$69.30

Source: Social Security Administration

*Modified Adjusted Gross Income = Adjusted Gross Income + tax-exempt interest

**The Part D income-related adjustment is paid to Medicare and is in addition to any premium paid to the insurance company offering the drug plan.

2014 Deductibles (may be covered by supplemental insurance)

Part A – 1st 60 days of hospitalization	\$1,216 per hospital stay
Part A – days 61-90	\$304 per day
Part A - >90 days	\$608 per day
Part B	\$147
Part D This is Medicare's basic drug design; your plan may be different	Deductible: \$310 per year Initial coverage limit (donut hole begins): \$2,850. In the donut hole you pay 72% for covered generic drugs and 47.5% for covered brand-name drugs. Out-of-pocket threshold: \$4,550. Once reached, you pay the greater of 5% of the drug costs or \$2.55 copay for a generic drug or \$6.35 for a brand-name drug.

Medicare does not pay for long-term care.

References

Social Security Administration: 800-772-1213

Medicare & You

<http://www.medicare.gov/publications/pubs/pdf/10050.pdf>

Brochure: Getting Started

<http://www.medicare.gov/Publications/Pubs/pdf/11389.pdf>

Enrolling in Medicare Part A & Part B

<http://www.medicare.gov/Pubs/pdf/11036.pdf>

Understanding Medicare Part C & D Enrollment Periods

<http://www.medicare.gov/Publications/Pubs/pdf/11219.pdf>

Medicare and Other Health Benefits: Your Guide to Who Pays First

<http://www.medicare.gov/Publications/Pubs/pdf/02179.pdf>

Get Your Medicare Questions Answered

<http://www.medicare.gov/Publications/Pubs/pdf/11386.pdf>

Have You Done Your Yearly Medicare Plan Review?

<http://www.medicare.gov/Publications/Pubs/pdf/11220.pdf>

How Medicare Works With Employer-Based Health Plans

<http://www.medicarerights.org/PartB-Enrollment-Toolkit/Toolkit-Description.pdf>

Your Guide to Medicare Prescription Drug Coverage

<http://www.medicare.gov/publications/pubs/pdf/11109.pdf>

Choosing a Medigap Policy: A guide for People with Medicare

<http://www.medicare.gov/Publications/Pubs/pdf/02110.pdf>

Medicare Advantage vs. Medigap

<http://www.medicare.gov/Publications/Pubs/pdf/11474.pdf>

Medicare Plan Finder

<https://www.medicare.gov/find-a-plan/questions/home.aspx>

Healthcare Quick Reference Guide

OBAMACARE

FOR INDIVIDUALS UNDER 65 AND SMALL BUSINESSES

Individuals and families

You may now purchase individual health insurance through the Health Insurance Marketplace. This may apply to you if you are under 65 and:

- Retired
- Self-employed
- Your employer does not provide health insurance
- You are not satisfied with the employer insurance available to you

The Health Insurance Marketplace is open October 1 – March 31.

If you sign up before the end of the year, your coverage will start on January 1.

How to use the Health Insurance Marketplace

Start by going to www.healthcare.gov >>> Get your options & info. After you answer a few questions, you will be directed to the Health Insurance Marketplace in your state which will allow you to:

- Shop for plans anonymously
- Find out if you are eligible for financial help
- Compare plans side by side
- Select a plan
- Start coverage

Health plans

Type of plan	Designed to cover % of health care costs for average person
Bronze	60%
Silver	70%
Gold	80%
Platinum	90%

How much will you pay?

Your premium costs may be subsidized by the government if your income is under 400% of the federal poverty level.

Income refers to modified adjusted gross income (MAGI):

MAGI = Adjusted Gross Income + tax-exempt interest and nontaxable Social Security benefits

Resources

Flow chart: Health Coverage Under the Affordable Care Act
<http://jama.jamanetwork.com/article.aspx?articleid=1487506>
Health insurance subsidy calculator
<http://kff.org/interactive/subsidy-calculator/>

2013-2014 Federal Poverty Guidelines

Household size	100%	133%	150%	200%	300%	400%
1	\$11,490	\$15,282	\$17,235	\$22,980	\$34,470	\$45,960
2	15,510	20,629	23,265	31,020	46,530	62,040
3	19,530	25,975	29,295	39,060	58,590	78,120
4	23,550	31,322	35,325	47,100	70,650	94,200

Source: U.S. Dept. of Health and Human Services

Obamacare 2014 Annual Premium and Subsidies

Age	400% FPL 2013-2014 Est.	Max Premium at 9.5% of Income	Annual Policy Premium 70% Actuarial Value	Annual Subsidy
Single 60-year-old High-Cost Area	\$46,000	\$4,370	\$12,200	\$7,830
Single 60-year-old Low-Cost Area	\$46,000	\$4,370	\$8,100	\$3,730
Married couple both 60-years-old High-Cost Area	\$62,500	\$5,938	\$24,400	\$18,463
Married couple both 60-years-old Low-Cost Area	\$62,500	\$5,938	\$16,200	\$10,262

Source: Congressional Research Service

Small businesses

If you have 50 or fewer employees, you are not required to provide health insurance to your employees. However, if you do, you may buy insurance through the Small Business Health Options Program (SHOP).

The advantages of using SHOP are:

- You can control the coverage you offer and how much you pay toward employee premiums.
- You can compare health plans online on an apples-to-apples basis.
- You may qualify for a small business health care tax credit worth up to 50% of your premium costs. You can still deduct from your taxes the rest of your premium costs not covered by the tax credit.

Is SHOP right for you?

- If you plan to use SHOP, you must offer coverage to all of your **full-time** employees—generally those working 30 or more hours per week on average.
- In many states, at least 70% of your full-time employees must enroll in your SHOP plan.

Have questions about the SHOP Marketplace for businesses with 50 or fewer employees? Call 1-800-706-7893 (TTY users: 1-800-706-7915). Hours: Monday through Friday, 9 a.m. to 5 p.m. EST. Agents and brokers may also use this number.

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