

## SelectCare & TotalChoice Group Medicare Advantage

The State of Vermont Agency of Administration in coordination with the Department of Human Resources is excited about the opportunity to change the retiree medical and pharmaceutical health plan to a Medicare Advantage plan. This change would ensure a predictable premium rate for the next three years for the same level of coverage and plan design that retirees currently have, all while providing an average savings to Medicare retirees of more than 20% off of their current premiums, an immediate annual cost reduction to the health plan of nearly \$9 million which continues into the future, and a significant projected decrease in the future OPEB liability for the State.

**The Plan Design** (e.g. copays, coinsurance, etc.) mirrors that of the current coverage for retirees, and in fact, provides enhancements to several key benefits such as:

- Decreased copays for chiropractic and acupuncture services
- Increased dollar cap for vision benefits
- A new host of wellness services including a special incentive aimed at retiree health, and coverage for participating fitness center memberships

There would be **no pharmacy disruption** with the same formulary, benefits, home delivery and specialty pharmacy that retirees currently experience. And with Medicare Advantage being an all-inclusive plan, this also means that medical and pharmaceutical coverage will be handled using one card.

With enhanced benefits, direct premium savings to retirees and the State, and impactful savings to future retiree insurance liability, the switch to Medicare Advantage would be beneficial across the board with no disruption to the plan design and coverage that retirees currently experience.

The State worked closely with many experts to design a Medicare Advantage plan customized specifically for State retirees. Medicare Retirees and eligible Medicare dependents would receive all the coverage of their current benefit: Medicare with the State plan supplement, and, in addition, care coordination, and online tools and resources. Other key advantages include:

- **Freedom to see any provider** who participates in Medicare, which includes 99% of providers nationwide.
  - Access to any credentialed provider, in or out of network, at the same cost share with no additional referrals required.
- **Retirees would have access to the same quality, affordable pharmacy benefits they have today.**

### Extra Benefits Including

- wellness incentives
- home-delivered meals following hospitalization
- enhanced telehealth services
- caregiver and in-home support
- routine hearing and vision that includes hearing aid and enhanced eyewear allowances
- home-based care
- fitness benefits
- and more