

This is a required federal notice. The information in this Notice applies to
City of Tucson **HMO and HRA (not HSA) medical plans** for 7/1/2018 – 6/30/2019

Please take this Notice home and share it with your family members who are currently eligible for Medicare or who may become eligible for Medicare within the next 12 months.

Important Notice from the City of Tucson About Your Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with the City of Tucson and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. The City of Tucson has determined that the prescription drug coverage under the City of Tucson's Cigna HMO or HRA medical plan is, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

When Can You Join A Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15th to December 7th.

However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month (60 day) Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens To Your Current Coverage If You Decide to Join A Medicare Drug Plan?

If you decide to join a Medicare drug plan, your current Cigna coverage will not be affected.

Special Note to Retirees: In general, retirees age 65+ may not remain on a City of Tucson medical/prescription plan. Also, Medicare-eligible dependents of retirees, regardless of age, are **not** eligible to continue on the City's group medical and prescription drug plan. Medicare-eligible retirees who are *under* age 65 are eligible to continue on the City's CIGNA group medical and prescription drug program at a reduced rate. However, in order to do so, the City of Tucson Benefits Office must receive your proof of Medicare eligibility. In order to ensure a smooth transition to avoid claim payment disruption, the City of Tucson Benefits Office must receive your proof within 31 days of the date you become eligible for Medicare. Retirees under age 65 who are eligible for Medicare must enroll in Medicare (Parts A & B) when they become eligible in order to remain on the City's group medical and prescription drug plan, and the City's group plan will pay secondary to Medicare. Contact the Benefits

Office at 520-791-4597 for details. See the Retiree Health Benefits Continuation Administrative Directive and the Insurance Handbook posted at www.tucsonaz.gov/insurance for full rules surrounding Medicare eligibility and retirees.

If you do decide to join a Medicare drug plan and drop your City of Tucson coverage, be aware that you and your eligible dependents will be able to get this coverage back only during the City's annual open enrollment or within 31 days of a qualifying life event (60 days for birth/adoption), if you still qualify. See the Insurance Handbook posted at www.tucsonaz.gov/insurance for full rules.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with City of Tucson and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information About This Notice or Your Current Prescription Drug Coverage...

Contact the City or Tucson Insurance Benefits Office if you would like more information. Contact information is included at the end of this Notice. **NOTE:** You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through City of Tucson changes. You also may request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage...

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

- Visit www.medicare.gov
- Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
- Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Remember: Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

Date: May 1, 2018
Name of Entity/Sender: City of Tucson
Contact--Position/Office: Employee/Retiree Insurance Benefits Office
Address: 255 West Alameda, 3rd Floor, Tucson, AZ 85726-7210
If you would like to visit us in person, please make an appointment.
Phone Number: 520-791-4597, E-mail: benefitquestions@tucsonaz.gov