



Medicare Considerations

If you or your spouse are turning 65, it's time to figure out what's next!

Health care is complicated, and Medicare is no exception. While 65 seems to be the magic number for enrolling in Medicare – is that the best move for you?

Let's look at how different factors may affect your Medicare benefits.

HOW YOUR EMPLOYMENT AFFECTS MEDICARE ELIGIBILITY:

THIS STATEMENT BEST DESCRIBES ME:

I am turning 65, and I am going to continue to work as a full-time active employee, covered by my employer's health plan.

I am turning 65, and I am NOT going to continue to work as a full-time active employee.

MEDICARE COVERAGE CONSIDERATIONS:

- Your employer is required to offer the same health coverage to all of its workers, as long as you work the required number of hours.
- If your employer has more than 20 employees, you may continue with your active worker coverage.
- If your employer has fewer than 20 employees, you may want to discuss the Premium Plus option with them for medical coverage offered through the Small Employer Exception. This option is a hybrid of active coverage and Medicare coverage. [Learn more.](#)
- You are eligible to enroll in Medicare for your medical coverage, but you may want additional insurance like Medicare supplemental or advantage coverage. There are several CPS Medicare options from which to choose that include medical and prescription drug coverage. For more information visit: ConcordiaPlans.org/Medicare or call Amwins at 877-517-1409 for help choosing coverage.



HOW YOUR SOCIAL SECURITY BENEFITS AFFECT MEDICARE ELIGIBILITY:

Be aware that Social Security and Medicare are connected, and one can affect the other.

If you are not working full time, meaning you are not offered health insurance by an employer, you are able to receive Social Security Benefits and enroll in Medicare without any issues.

If you are a full-time worker and currently receiving your Social Security Benefits, you will automatically be enrolled in Medicare Part A and Part B. Your employer health plan will be your primary insurance. Here are some important facts to consider:

- Since you are receiving Social Security benefits you will be required to keep Part A (hospitalization), which is usually free. Since Part B (physician services, outpatient coverage, etc.) has a premium associated with it, you may want to defer enrolling in it until you retire or lose coverage from your employer. Contact the Social Security office to defer Part B.
- If you are contributing to a Health Savings Account, the effective date of your Medicare coverage will dictate your maximum HSA contribution for that tax year, and you will not be allowed to make HSA contributions in subsequent tax years. Please see [this document](#) for more information about Medicare enrollment and HSA contributions.
- If your employer has fewer than 20 workers, you may be eligible to enroll in the CHP Premium Plus option. This option is a hybrid of active coverage and Medicare coverage and would require you to enroll in Medicare Part A and Part B. You will be reimbursed by the Concordia Health Plan for your Part B premium. [Learn more.](#)

If you are a full-time worker and NOT currently receiving your Social Security benefits, your employer plan is considered your primary insurance.

- You may want to consider deferring Medicare enrollment until you retire in order to avoid paying Medicare premiums. You will be eligible to enroll in CPS Medicare coverage at your retirement.
- If you are contributing to a Health Savings Account, you can continue to contribute. See [this document](#) for more information.
- When you receive Social Security Benefits, you will automatically be enrolled in Medicare Part A and Part B (please see previous section).

MEDICARE BENEFITS AND YOUR SPOUSE:

While you and your spouse may do a lot together, you may not turn 65 at the same time. So how does this affect Medicare coverage?

If you are continuing as an active worker and your spouse is turning 65:

- You are eligible for CHP coverage. Your employer is required to offer you and your spouse the same health coverage. Your spouse may want to consider deferring Medicare enrollment until you retire in order for your spouse to avoid paying Medicare premiums.
- Your spouse may enroll in CPS Medicare coverage at the time you retire or terminate employment; you can see our Medicare plans at ConcordiaPlans.org/Medicare. When you are ready to enroll in a Medicare Plan, you and your spouse will need to be enrolled in the same plan.
- If your employer has fewer than 20 workers, and you are also over 65 years of age, you and your spouse may be eligible to enroll in the CHP Premium Plus option. This option is a hybrid of active coverage and Medicare coverage and would require both of you to enroll in Medicare Part A and Part B. [Learn more.](#)
- If your spouse is currently receiving Social Security benefits, he/she will automatically be enrolled in Medicare Part A and B. If your active worker coverage will be your spouse's primary insurance, he/she will be required to keep Part A (hospitalization), which is free. Your spouse may want to defer enrolling in Part B (physician services, outpatient coverage, etc.) while you have coverage and then enroll in Part B when you retire or lose coverage from your employer.

Remember: It is never too early to start planning and estimating retirement health care costs for you and your spouse. CPS offers several Medicare options to choose from; explore the current options **available here**.



DEPENDENT CHILD(REN) COVERAGE

As long as you remain enrolled in a CHP active worker or a CPS Medicare plan, your dependent child(ren) can remain enrolled in a CHP option. The option available to the dependent child(ren) will be based on the CHP eligibility rules applicable at the time enrollment occurs.



QUESTIONS?

Call Concordia Plans at 888-927-7526 or email **info@ConcordiaPlans.org**.