

Introduction to the Postal Service Health Benefits (PSHB):

“What You Need to Know”

May 2024

- ❖ Define terminology used throughout the presentation
- ❖ Review the Postal Service Reform Act
- ❖ Provide an overview of PSHB
- ❖ Explain the various parts of Medicare coverage
- ❖ Where to locate the most up-to-date PSHB information
- ❖ How to stay Connected



Postal Service
Reform Act of 2022
(PSRA)

- The PSRA was passed in 2022 and contains provisions that impact the Postal Service, Postal employees, and Postal annuitants. A key provision of the PSRA is the implementation of the Postal Service Health Benefits (PSHB) Program for employees and annuitants participating in the Federal Employees Health Benefits program.

Federal Employees
Health Benefits (FEHB)

- The FEHB Program is the system through which employee health benefits are provided to civilian government employees and annuitants of the United States government. The Postal Service represents approx. 1.3 million participants in the FEHB program.

Office of Personnel
Management (OPM)

- The Office of Personnel Management (OPM) manages the civil service of the federal government, coordinates recruiting of new government employees, and manages their health insurance and retirement benefits programs.

Annuitants

- Annuitant is a term used by the Postal Service to indicate someone who has retired from federal service. The term is also synonymous with the term "retiree".

Open Season

- The Open Season period takes place yearly. From November 11 through December 9, 2024, annuitants and employees will be able to review available plans and select an option that suits the needs of them and their family. This period is referred to as Open Enrollment.

Special Enrollment Period (SEP)

- The one-time enrollment period only available to eligible annuitants. If an annuitant is entitled to Medicare Part A (typically at age 65) as of January 1, 2024, and did not enroll in Medicare Part B, then they and their covered, eligible family members may be able to participate in the special enrollment period. This one-time event begins April 1, 2024, and ends on September 30, 2024.

Key PSHB Highlights



- ❖ All participants in a FEHB plan will transition to the PSHB program
- ❖ The PSHB program is part of the FEHB Program
- ❖ PSHB enrollment will transition from PostalEASE to the Postal Service Health Benefits System (PSHBS), which is a central enrollment platform that will be administered by OPM.
- ❖ Cost sharing for the PSHB plan premiums will be the same as FEHB premiums.
- ❖ The 5-year rule regarding continuous coverage encompasses participation in FEHB and PSHB plans.
- ❖ Implementation of the PSHB program does not impact any other benefits programs.

Approved Plan Providers

Aetna: HDHP, Aetna Direct, Aetna Advantage	Independent Health Association, Inc.
Aetna: Open Access HMO and Aetna Saver	Kaiser Permanente - Colorado ; Fresno, CA; Hawaii; Northern California; Northwest; Southern California: Washington Core; Washington Options Federal; Georgia; Mid-Atlantic
Aetna: CDHP and Value	Mail Handlers Benefit Plan
American Postal Workers Union (APWU) Health Plan	Medical Mutual of Ohio
Blue Cross Blue Shield (BCBS) Service Benefit Plan	National Association of Letter Carriers (NALC) Health Benefit Plan
Capital Health Plan	Rural Carrier Benefit Plan
CareFirst BlueChoice	TakeCare
Government Employees Health Association (GEHA) Employee Organization	Triple-S Salud
Government Employees Health Association (GEHA) Indemnity Benefit Plan	UnitedHealthcare Insurance Company, Inc. - Choice Plus Primary
Health Alliance Plan of Michigan	UnitedHealthcare Insurance Company, Inc. - Choice Plus Primary WF
HealthPartners	UPMC Health Plan
Hawaii Medical Service Association (HMSA)	

Below is a list of facts regarding the PSHB Program for ACTIVE employees currently enrolled in FEHB:

- ❖ PSHB plan elections will occur during the 2024 open season period, from November 11, 2024 – December 9, 2024.
- ❖ If you are an **active employee age, 64 or older as of January 1, 2025**, you ARE NOT required to enroll in Medicare Part B to continue your PSHB health insurance coverage once you retire.
- ❖ If you are an **active employee under the age of 64 as of January 1, 2025**, to continue your PSHB health insurance coverage in retirement, you WILL BE required to enroll in Medicare Part B after you retire and become entitled to Medicare Part A

As an active employee of any age, you are not required to enroll in Medicare Part B while you are still working.

There are 3 **exceptions** to the requirement to enroll in Medicare Part B:

1

- You are residing outside of the United States and its territories. You are required to follow the policy and procedure set forth by the Postal Service to be eligible for this exception.

2

- You are enrolled in health care benefits provided by the Department of Veterans Affairs.

3

- You are eligible for health services provided by Indian Health Service.

- ❖ If you are an **annuitant as of January 1, 2025, and not currently participating in Medicare Part B**, you ARE NOT required to enroll in Medicare Part B to continue your health insurance coverage in the new PSHB Program.
- ❖ Participation in Medicare Part B is voluntary; however, enrollment in Medicare Part B may reduce your overall costs for health care-related expenses and may provide greater value.
- ❖ If you are an annuitant as of January 1, 2025, and you are enrolled in Medicare Part B, you are required to retain your Medicare Part B coverage to remain eligible for the PSHB program unless you meet the criteria for eligible exception.
- ❖ If you are an **annuitant entitled to Medicare Part A (typically at age 65) prior to January 1, 2024, and not enrolled in Medicare Part B**, you and your covered, eligible family members may be able to participate in the special enrollment period (SEP) for Medicare Part B from April 1, 2024 to September 30, 2024.
- ❖ Eligible annuitants who enroll during the one-time PSHB SEP will have the assessed late enrollment penalties covered by the Postal Service. Annuitants will be responsible for paying the Medicare Part B premium.

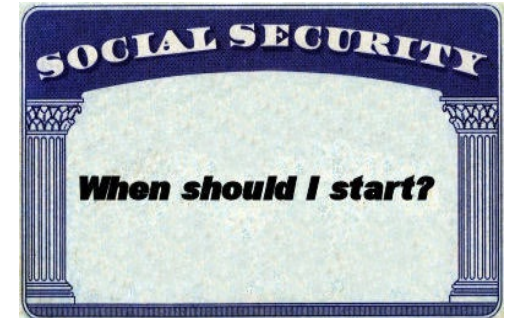
IF YOU...	AND...	THEN YOU...
Are an active employee under age 64 as of January 1, 2025		<u>ARE</u> required to enroll in Medicare Part B to continue your health insurance coverage, once you retire, unless you are eligible for an exception
Are an active employee age 64 or older as of January 1, 2025		<u>ARE NOT</u> required to enroll in Medicare Part B to continue your health insurance coverage, once you retire.
Are an annuitant as of January 1, 2025...	NOT currently participating in Medicare Part B,	<u>ARE NOT</u> required to enroll in Medicare Part B to continue your health insurance coverage.
Are an annuitant as of January 1, 2025...	You <i>ARE</i> already enrolled in Medicare Part B,	<u>ARE</u> required to remain enrolled in Medicare Part B to continue coverage.
Are an annuitant entitled to Medicare Part A (typically at age 65) prior to January 1, 2024...	You have NOT enrolled in Medicare Part B	...and your covered, eligible family members <u>MAY BE ABLE</u> to participate in the special enrollment period (SEP) for Medicare Part B that began April 1, 2024.

SOCIAL SECURITY AND MEDICARE

When can I start collecting my Social Security benefits?

Deciding when to start collecting Social Security is one of the most important decisions you'll make. If you are currently facing this decision, there are several things to consider.

- Social Security benefits are based on your lifetime earnings and are calculated on the amount you would receive at your full retirement age.
- The actual amount you receive each month depends on when you start receiving benefits.
- The earliest you can start receiving your Social Security retirement benefits is age 62.



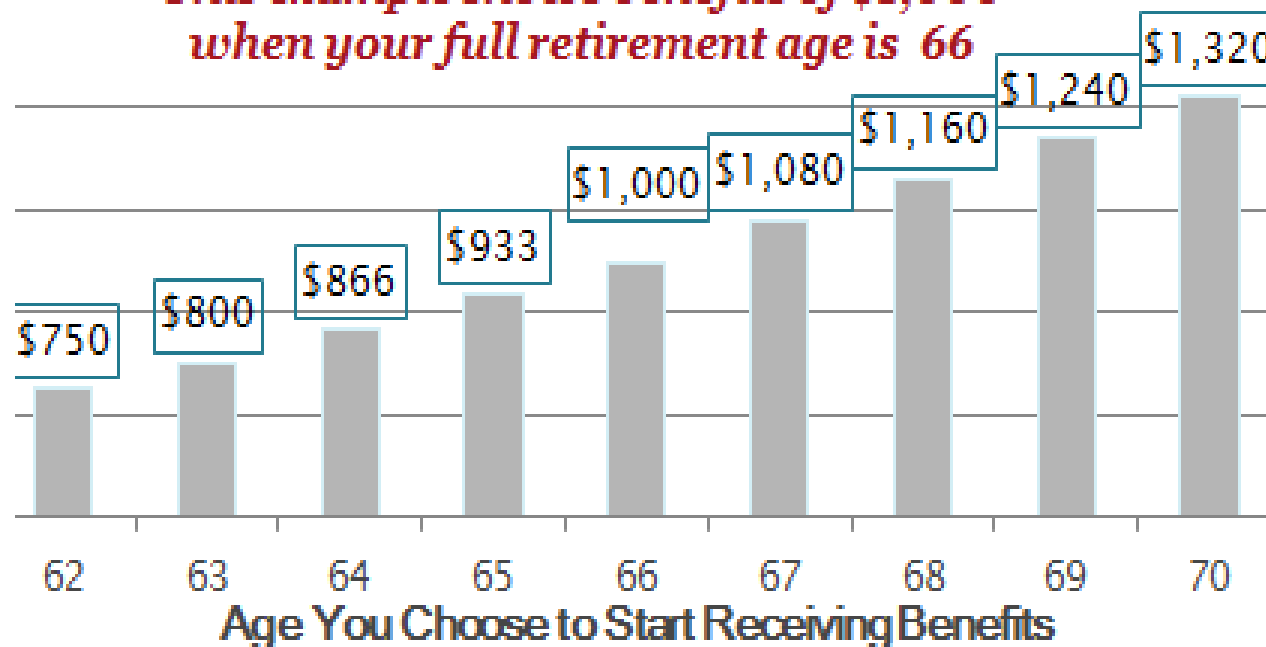
You will receive 100% of your benefits if you wait until your full retirement age.

Year Of Birth	Full Retirement Age
1937 or earlier	65
1938	65 and 2 months
1939	65 and 4 months
1940	65 and 6 months
1942	65 and 10 months
1943-1954	66
1955	66 and 2 months
1956	66 and 4 months
1957	66 and 6 months
1958	66 and 8 months
1959	66 and 10 months
1960 and later	67



Monthly Benefit amounts will depend
on the age you decide to start receiving benefits.

*This example shows benefits of \$1,000
when your full retirement age is 66*



Delaying can boost
monthly payments
compared to
claiming early



Social Security

Part A – Covers inpatient hospital, skilled nursing facility and home health care.

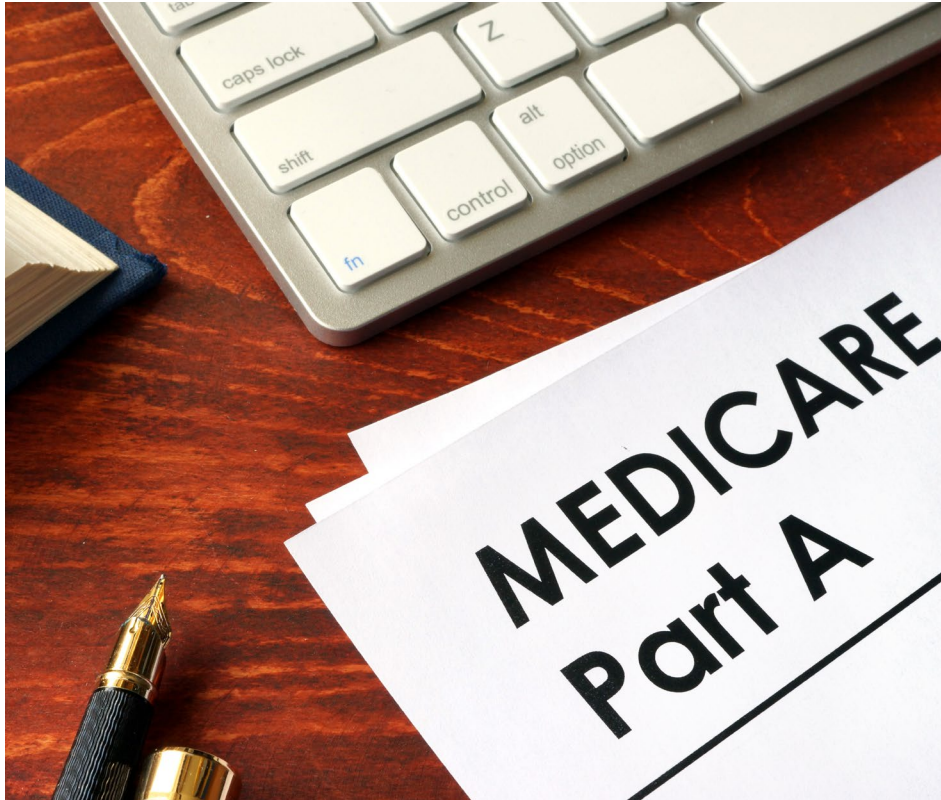
Part B – Covers most doctors' bills, as well as some medical services and supplies.

Part C – Medicare Advantage Plans offered by private companies provide all Part A and Part B benefits. Most include Part D.

Part D – Prescription drug coverage. Normally not necessary if enrolled in PSHB.



HOSPITAL COVERAGE



- ❖ Inpatient care including:
 - Hospital care
 - Skilled nursing facility care
 - Home Healthcare
 - Hospice
- ❖ Part A is premium-free for most people
- ❖ If you are receiving Social Security benefits prior to your 65 birthday, you will be ***automatically enrolled*** in Part A.

MEDICAL SERVICE AND SUPPLIES

- ❖ Medically necessary and preventive services including:
 - Ambulance services
 - Medical supplies
 - Mental health services
 - Doctor's bills
 - Eligible outpatient prescriptions
- ❖ If you are receiving Social Security benefits prior to your 65 birthday, you will be ***automatically enrolled*** in Part B.
- ❖ If you are not required to have Part B coverage, you can opt out when notified of enrollment.



COMMONLY REFERRED TO AS “Medicare Advantage”

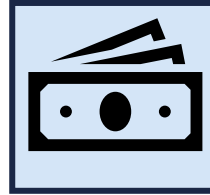
- ❖ Medicare Advantage is the term used to describe the various private health plan choices available to Medicare beneficiaries.
- ❖ You can enroll in a Medicare Advantage plan to get your Medicare benefits.
- ❖ Medicare Advantage benefits *may* also include:
 - Vision
 - Dental
 - Hearing



Types of Medicare Advantage

Private insurance companies* (non-PSHB)

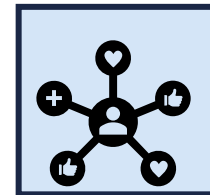
Covers family. Premiums and costs vary



May require preauthorization or referrals to see a specialist



Potential limited network



May only cover emergency care outside your service area



Medicare Advantage Plan (PSHB)

Covers individual. Provides a monthly Part B premium subsidy, varies by plan

May require preauthorization or referrals to see a specialist; \$0 medical copays for most plans

You must continue to pay Part B premium and PSHB premium to maintain coverage

Many include enhanced benefits like expanded dental and vision coverage, a gym membership and more

**** If you enroll in a private insurance plan, you should SUSPEND your PSHB. Do not CANCEL!***

PRESCRIPTION DRUG COVERAGE

- ❖ Medicare Part D is a voluntary outpatient prescription drug benefit for people with Medicare provided through **private plans**.
- ❖ Beneficiaries can choose to enroll in either a stand-alone prescription drug plan (PDP) to supplement traditional Medicare or a Medicare Advantage plan.
- ❖ Medicare Part D enrollment will be included as part of PSHB plan offerings for Medicare eligible annuitants





TRICARE & MEDICARE

“Tricare for Life”

- ❖ Pays 100% of most medical expenses when combined with A & B
- ❖ Enrollment in Part B at 65 is required to stay in Tricare for Life
- ❖ Tricare is secondary to Medicare regardless if you are working or retired
- ❖ There are no enrollment fees or premiums for TRICARE For Life. However, you will have to pay for Part B premiums
- ❖ Can suspend coverage after federal civilian retirement if you are using Tricare and Medicare (however must have a PSHB plan in place at the time of federal civilian retirement)

Medicare Scenarios Summary

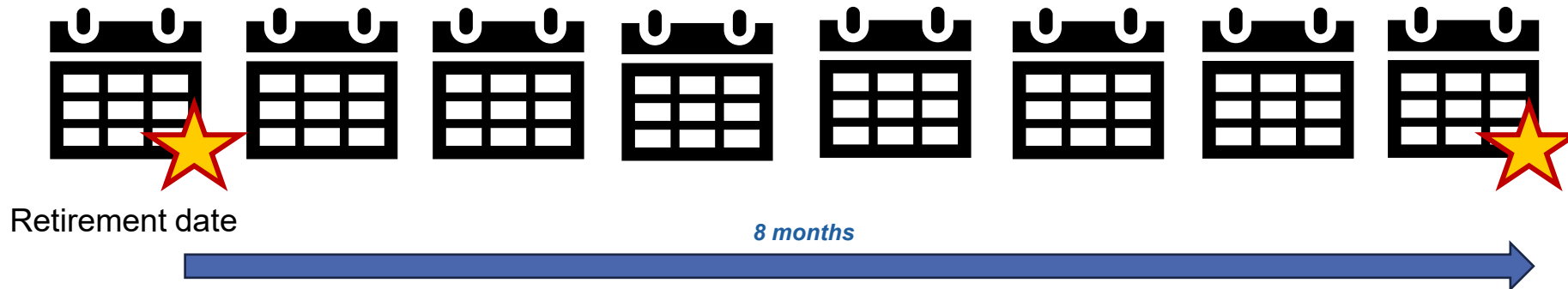
Coverage Scenario	Medicare and Plan Options	Premiums you Pay
Active employee not Medicare eligible	PSHB	PSHB only
Active employee that is Medicare Eligible	PSHB + Part A	PSHB only
Annuitant - Medicare eligible and not enrolled in Medicare Part B	PSHB (no Part B) + Part A	PSHB only
Annuitant - Medicare eligible that has PSHB coverage w/ Parts A & B	PSHB MA + Part A + Part B	PSHB + Part B
Annuitant - Medicare eligible that opts to suspend PSHB coverage	C -- Individual Medicare Advantage <u>outside</u> PSHB (suspend PSHB)	Part B + private insurance
Medicare eligible Annuitant with VA benefits	TRICARE (Military retirees) + Part A + Part B	Part B only
Medicare eligible Annuitant not eligible to continue PSHB coverage	Part A + Part B + Medigap/Supplement + Part D (For those not eligible to continue PSHB coverage)	Part B + private insurance + Part D premium

Enrollment Period

If you retire **before age 65**, you can enroll three months before your birthday, the day of your birthday and three months after your birthday.



If you retire **after age 65**, you can enroll up to eight months from your retirement date.



Scenario #1

FEHB High Option Plan	Annuitant w/Part A
High Option Annual Premium	\$11,520
Part A Annual Premium	\$0
Premium rebate	\$0
Total Annual Cost	\$11,520
Copays pcp/spc br/gen	\$0/\$40 \$40/0
Annual Deductible	\$0

Scenario #2

FEHB MA High Option Plan	Annuitant w/Part A & B
High Option w/B Annual Premium	\$12,360
Part A Annual Premium	\$0
Premium rebate	\$2,400
Total Annual Cost	\$9,960
Copays pcp/spc br/gen	\$0/\$0 \$35/\$3
Annual Deductible	\$0

Potential savings \$1,560

Scenario #3

FEHB MA Std Option Plan	Annuitant w/Part A & B
High Option w/B Annual Premium	\$10,750
Part A Annual Premium	\$0
Premium rebate	\$4,192
Total Annual Cost	\$6,558
Copays pcp/spc br/gen	\$15/\$20 \$35/10
Annual Deductible	\$0

Potential savings \$4,962

Annuitant has lower combined premium and out-of-pocket costs by selecting a plan that works with Medicare B

Individuals enrolling in Medicare Part B and/or Medicare Part D may be subject to the Medicare income-related monthly adjustment amount, referred to as the IRMAA. The surcharge applies only to Medicare enrollees who have a modified adjusted gross income above the annual limits established by the Social Security Administration (SSA).

- ❖ You'll pay the higher premium if your modified adjusted gross income, as reported on your IRS tax return from 2 years ago, is higher the annual limits.
- ❖ If you are subject to IRMAA you will receive a notice from SSA. The notice includes information about Social Security's decision. In addition, you will be provided with information on how to appeal SSA's determination.
- ❖ IRMAA is a per person amount that is paid monthly in addition to applicable Part B and Part D premiums. The IRMAA amount is subject to change each year.

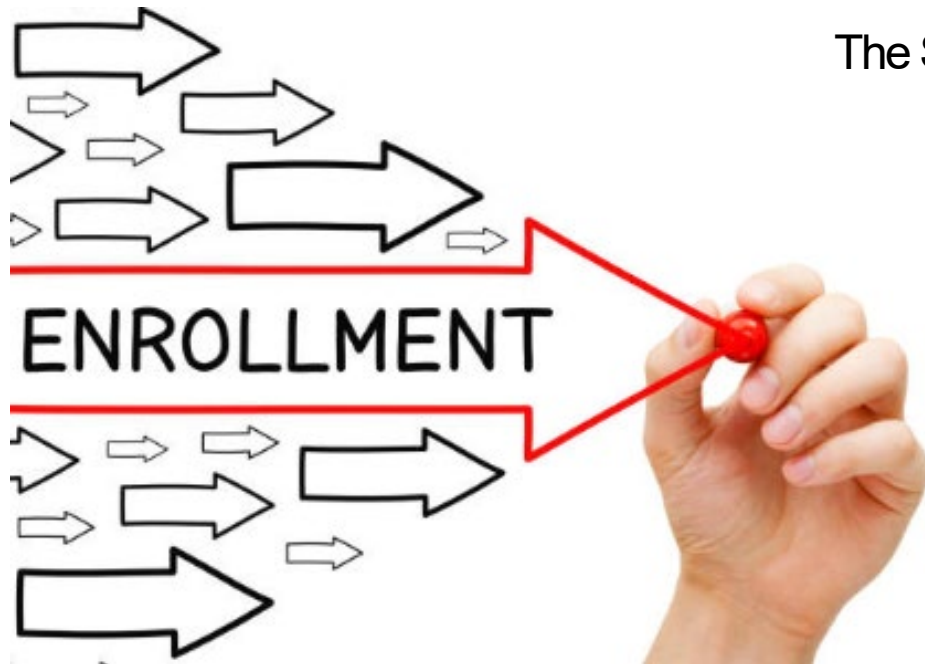
Understanding Medicare Surcharges – Part B – 2024

Beneficiaries who file individual tax returns with modified adjusted gross income:	Beneficiaries who file joint tax returns with modified adjusted gross income:	Income-Related Monthly Adjustment Amount	Total Monthly Premium Amount
Less than or equal to \$103,000	Less than or equal to \$206,000	\$0.00	\$174.70
Greater than \$103,000 and less than or equal to \$129,000	Greater than \$206,000 and less than or equal to \$258,000	\$69.90	\$244.60
Greater than \$129,000 and less than or equal to \$161,000	Greater than \$258,000 and less than or equal to \$322,000	\$174.70	\$349.40
Greater than \$161,000 and less than or equal to \$193,000	Greater than \$322,000 and less than or equal to \$386,000	\$279.50	\$454.20
Greater than \$193,000 and less than \$500,000	Greater than \$386,000 and less than \$750,000	\$384.30	\$559.00
Greater than or equal to \$500,000	Greater than or equal to \$750,000	\$419.30	\$594.00

Understanding Medicare Surcharges – Part D - 2024

Beneficiaries who file individual tax returns with modified adjusted gross income:	Beneficiaries who file joint tax returns with modified adjusted gross income:	Income-Related Monthly Adjustment Amount	Total Monthly Premium Amount
Less than or equal to \$103,000	Less than or equal to \$206,000	\$0.00	Plan premium only
Greater than \$103,000 and less than or equal to \$129,000	Greater than \$206,000 and less than or equal to \$258,000	\$12.90	Plan premium + \$12.90
Greater than \$129,000 and less than or equal to \$161,000	Greater than \$258,000 and less than or equal to \$322,000	\$33.30	Plan premium + \$33.30
Greater than \$161,000 and less than or equal to \$193,000	Greater than \$322,000 and less than or equal to \$386,000	\$53.80	Plan premium + \$53.80
Greater than \$193,000 and less than \$500,000	Greater than \$386,000 and less than \$750,000	\$74.20	Plan premium + \$74.20
Greater than or equal to \$500,000	Greater than or equal to \$750,000	\$81.00	Plan premium + \$81.00

PSHB Special Enrollment Period



The SEP will be available to eligible annuitants who have Medicare Part A but have not previously enrolled in Medicare Part B.

NOTIFICATION POSTCARDS	DATE TO BE MAILED
Initial postcards	January 2024 - <i>completed</i>
Official notification letters	March 15, 2024 - <i>completed</i>
Follow-up notices	May 2024 – <i>in progress</i>
Final reminders	August 2024

SEP enrollment forms will include a stamped return envelope.

Completed return envelopes must be postmarked by September 30, 2024.

Federal Employee Health Benefits (FEHB)

You and your family members may be eligible to access the widest selection of healthcare plans in the country through the Federal Employee Health Benefits (FEHB) program.



Feedback

FEHB Information



[Health Plan Options](#)

Explore the different health insurance plans that you can obtain through the FEHB program.



[FEHB Premiums](#)

Get up to date information on FEHB premium rates.



[FEHB Eligibility](#)

Find out if you are eligible for FEHB coverage.



[Postal Service Health Benefits](#)

Learn about Postal Service Health Benefits set to take effect in 2025.

- PSHB Fact Sheet
- PSHB Tri-fold
- 5 Part video series



Employees – Need more info?

**CONTACT
US!**



RetirementBenefits@usps.gov



Text **PSHBP** to **39369**



[MyHR.usps.gov](https://myhr.usps.gov)

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FOR RETIRED USPS EMPLOYEES



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Postal Service Health Benefits (PSHB) Program

Coming January 2025



USPS Retiree E-Newsletter

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[View past issues](#)

Keeping Posted on Facebook

Visit [Keeping Posted on Facebook](#). Like and follow us to get regular updates on the news you can use and answers to your questions.

Post-employment restrictions

[Learn what is permissible and not in retirement »](#)

Useful resources

- [Beneficiary Forms](#)
- [Benefits Coverage of Same-Sex Spouses \(OPM\)](#)
- [LEADing Together](#)
- [Office of Personnel Management \(OPM\)](#)

LINK



More to give?

CFC is in its final stretch Posted 1/4/24 at 9 a.m.

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Postal Service

USPS Annuitants Fact

The Postal Service Ref Personnel Management Service Health Benefits the Federal Employees PSHB Program will be annuitants:

1. You are required to 2024.
2. PSHB plan options
3. OPM will launch a 2024 open season
4. If you are an annu

Selecting the right plan for you

See all available health plans in your ZIP Code™ and rank them for you and your family.

Postal Service Health Benefits (PSHB) Program

A new, separate program within the Federal Employees Health Benefits (FEHB) Program.

- PSHB Special Enrollment Period (SEP)

Federal Employees Health Benefits (FEHB) Program

See the widest selection of health plans in the country that are available to you and your dependents.

Self Plus One

If you have only one eligible dependent to cover, then Self Plus One is the option for you! Don't pay for more coverage than you need!

FEHB and Medicare

Medicare A and B coverage may overlap with FEHB. Look at your plans to make sure you're taking advantage of the full cost savings opportunities.

Federal Employee Dental and Vision Program (FEDVIP)

Find out about the dental and vision benefits that are available to you and your eligible dependents.

Making Changes to Your Health Benefits

Once you're ready to make a change to your health benefits, you can submit your new selection to OPM through the Open Season Online System or by calling Open Season Express.

FEHB Premium Rates

The Office of Personnel Management provides updated premium rates each year.

B to continue your health insurance coverage in the new PSHB Program. Participation in Medicare Part B is voluntary; however, enrollment in Medicare

PSHB Special Enrollment Period (SEP)

As part of the new Postal Service Health Benefits (PSHB) Program, you may be eligible to participate in the PSHB Special Enrollment Period (SEP) for Medicare Part B. The PSHB SEP applies to certain Postal Service annuitants and family members who were entitled to Medicare Part A, but not enrolled in Medicare Part B as of Jan 1, 2024.

During the PSHB SEP, eligible annuitants and family members may enroll in Medicare Part B without paying a late enrollment penalty. The one-time PSHB SEP is from April 1, 2024, to Sept. 30, 2024. Individuals eligible for the PSHB SEP will receive notification by U.S. Mail™ in March 2024.

All required information must be returned in the envelope provided and postmarked by Sept. 30, 2024.

How to enroll during the SEP?

Complete the provided CMS-40B form, Application for Enrollment in Medicare - Part B (Medical Insurance) and mail it with the copy of the notification letter in the return envelope you receive in March 2024. The return envelope must be postmarked by Sept. 30, 2024.

If I received a notification letter for the PSHB SEP, do I have to enroll in Medicare Part B?

If you are an annuitant of the Postal Service, you are not required to enroll in Medicare Part B. If you are a covered family member of an annuitant, please refer to your notification letter to determine if you have the option, or are required to, enroll in Medicare Part B. As a general rule, if the primary enrollee for health coverage is enrolled in Medicare Part B, eligible family members must also enroll in Medicare Part B when they become eligible.

What happens once I return my enrollment form and copy of my notification letter?

Once your enrollment is received, it will initiate your Medicare Part B coverage with an effective date of Jan. 1, 2025. Please refer to your PSHB SEP notification letter to determine if Medicare Part B enrollment is an option or a requirement for you to remain eligible for the Postal Service Health Benefits (PSHB) Program.

What happens if my individual enrollment period overlaps with the PSHB SEP?

If your individual enrollment period (IEP)* for Medicare Part B overlaps with the PSHB SEP, your IEP will take precedence and your enrollment for Medicare Part B will become effective the month following receipt of your CMB-40 enrollment form.

*An individual enrollment period will occur when a person first becomes eligible to receive Medicare benefits. In most cases this coincides with an individual's 65th birthday enrollment period, for a total of 7 months; 3 months prior to the birthday, the month of, and 3 months following the birthday. For individuals who are still working at the time of eligibility, your individual special enrollment period begins on the date of retirement and concludes 8 months following individual's retirement date.

You can get additional information on the PSHB Program and how it works with Medicare by reviewing the resources available on the [PSHB page](#), viewing the [PSHB-Medicare 5 Part video series](#), or by attending a PSHB Seminar. Additional resources include the [Consumers Checkbook Guide](#) and your local State Health Insurance Program office.

If you have misplaced the notification letter mailed to you or believe that you are eligible to participate in the PSHB and did not receive notification letter, please contact the PSHB Navigator Help Line's toll-free number at 833-712-PSHB (7742), or email retirementbenefits@usps.gov.

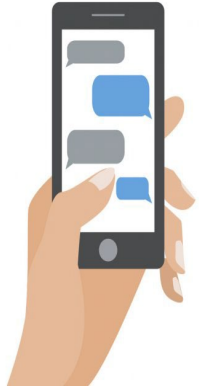
Resources

- [PSHB Program](#)
- [PSHB Educational Videos](#)
- [PSHB Annuitant Fact Sheet](#)
- [PSHB Lunch and Learn Seminars](#)
- [PSHB FAQs](#)
- [Information for Annuitants](#)

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EMAIL?



SCAN THE QR CODE WITH YOUR PHONE TO ENTER YOUR EMAIL ADDRESS



Sign Up for SMS Text Messaging!

Text **39369** of the updates you would like to receive:

PSHBP - For updates on the PSHB program

BENEFITS - For updates on benefits information

RETIREE - For annuitant related information

SEMINAR - For updates on new benefit seminars



-OR-

Call the PSHB Navigator Help Line at 1-833-712-PSHB (7742)

Email questions to: retirementbenefits@usps.gov