

# **Medicare Analysis Considerations**

**Objective:** To determine whether an employee and/or spouse should stay on their current group health plan or go onto Medicare

- 1. Complete a Medicare drug formulary to determine**
  - a. What carrier covers all of the client's medications**
  - b. What carrier has the lowest annual out of pocket for premium and drug copay costs**
  - c. Which pharmacy is the lowest cost**
  - d. Determine if the client will reach the Medicare Part D "Donut Hole" and make recommendations on how to avoid the "Donut Hole" if at all possible**
- 2. Confirm that their doctors are in the network**
- 3. Compare current group plan MOOP (maximum out-of-pocket ) to a Medicare and a Supplement or Advantage plan MOOP**
- 4. Compute the after-tax group health premium cost and compare it to the Medicare premium**
- 5. Make a final recommendation based on the premium and the client's out-of-pocket costs**

## **What is needed to conduct a Medicare Analysis**

- **List of medications**
- **Group health premiums that the client pays –  
i.e. \$50 week / \$125 bi-weekly**
- **Group health Summary of Benefits**
- **Current income to determine the clients tax bracket  
and Medicare Premiums**



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