MILITARY FAMILIES LEARNING NETWORK

TRICARE Reforms in 2018

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learn.extension.org/events/3313

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MILITARY FAMILIES LEARNING NETWORK

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DHA Defense Health Agency

TRICARE Reforms in 2018

Mr. Mark Ellis
TRICARE Health Plan (J-10)
Defense Health Agency

March 28, 2018

3

Today's Presenter

Mark Ellis

- Senior Health Program Policy Analyst, TRICARE Health Plan, TRICARE Policy & Benefits Office, of the Defense Health Agency (DHA)

4

Learning Objectives

- Know what the Military Health System is and the mission and goals of the Defense Health Agency
- Understand the new TRICARE Select health plan
- Understand TRICARE enrollment reforms
- Understand upcoming TRICARE benefit and coverage reforms

5

The Military Health System (MHS)

Mr. Tom McCaffery, Acting Assistant Secretary of Defense for Health Affairs

- The MHS is an integrated, world-wide system of care that ensures the *health and readiness* of America's service members to go anywhere, at anytime.
- It delivers and coordinates care for 9.4 million Americans – which include service member families, as well as military retirees and their families, by operating 55 hospitals and 373 clinics and managing a global health benefit through the *TRICARE program*.

7

The Defense Health Agency

Mission & Goals

Vice Admiral Raquel C. Bono, Director

Robert C. Luciano, Command Sergeant Major

Mission: The Defense Health Agency, a Combat Support Agency, leads the Military Health System integrated system of readiness and health to deliver the Quadruple Aim – increased readiness, better health, better care, and lower cost.

Agency Goals:

- Empower and Care for Our People
- Optimize Operations across the Military Health System
- Co-create Optimal Outcomes for Health, Well-being, and Readiness
- Deliver Solutions to Combatant Commands

8

TRICARE

Fulfilling the Promise

- TRICARE remains one of the most comprehensive health benefits available in this country at exceptionally low costs – a benefit that is commensurate with the sacrifice of those who it serves.

9

A Week in the Life of TRICARE

- 2.38M prescriptions
  - 873,170 direct care (37%)
  - 947,953 retail pharmacies (40%)
  - 562,319 home delivery (24%)
  - ~ $107 M
- 174,721 behavioral health outpatient visits
  - 61,768 direct care (35.4%)
  - 112,953 purchased care (64.6%)
- 55,706 ER visits
  - 19,796 direct care (35.5%)
  - 35,910 purchased care (65.5%)
- 19,721 inpatient admissions
  - 4,638 direct care (23.5%)
  - 15,082 purchased care (76.5%)
- 1.97M outpatient visits
  - 779,208 direct care (39.8%)
  - 1,187,000 purchased care (60.2%)
- 2,211 births
  - 852 direct care (38%)
  - 1,359 purchased care (62%)
- 3.8M claims processed
  - ~ $287 M

10

TRICARE Reforms

Patient-Centered

- Improved Access
- Modernized Health Plan
- Simplified Administration

11

Increasing Access to Care

12

US Family Health Plan (Prime Option)

- The US Family Health Plan is a TRICARE Prime option available in six areas of the United States.
- Capitated model, payment cannot exceed what TRICARE or Medicare would pay for a beneficiary on average.
- Enrollment cannot exceed 10% growth per Fiscal Year.
- Enrollees are locked out of duplicate care in MTF, TRICARE, and Medicare.

13

TRICARE Overseas Program (TOP)

- International SOS provides a global network and medical assistance to all military families overseas
  - Overseas enrollees have access to certified network providers who provide high quality care and are able to communicate in English
  - Networks around 65 MTFs and 250 Remote Locations
  - Cashless/claimless service
  - Beneficiary Service Representatives embedded in MTFs
- Services: Inpatient medical management for beneficiaries in host-nation hospital, AirEvac support, document translation, no referrals required for care while in US

14

Improvements to Your Health Plan

- TRICARE Network will reach more military families
  - Networks must cover 85% + of beneficiary population
  - TRICARE reaches about 68% today
- Standardized appointment processes across the system
- Expanding tele-health
- Enhancements for special groups
  - Special needs families
  - Autism services

15

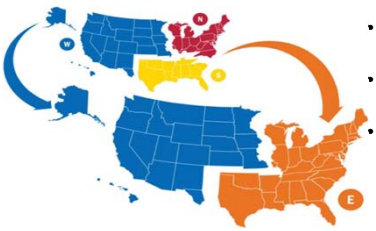
Value Based Care Demonstrations

- Collaborating with the TRICARE Contractors on value-based pilots linked to improve:
  - Quality
  - Cost
  - Beneficiary experience of care
  - Reducing the provision of inappropriate services
- 6 high-priority candidates for initial implementation in 2018:
  - Performance-Based Maternity Payment (P-BMP)
  - High-Value Primary Care Manager (PCM)
  - Medication Adherence
  - Pre-Surgical Decision Support
  - Diabetes Prevention
  - Obesity/Weight Management for Children and Adults
- Additional initiatives identified for analysis and possible implementation later in 2018.

16

New TRICARE Regions in 2018

Consolidated Three U.S. Regions into Two



- Simpler for families during PCS / moves
- Less contract overhead
- Check whether your provider remains in-network

17

TRICARE Health Plans

Three Plans to Two

- TRICARE Prime—Remains the same
- TRICARE Select—Replaced TRICARE Extra / Standard
  - Select will have broader network than exists today
  - At least 85 percent of all TRICARE Select enrollees will have access to network
- New regions and new plans went into effect on **January 1, 2018**

18

New Enrollment Requirements

01 JAN 2018

- TRICARE enrollment shifts from fiscal year to calendar year
- New enrollment guidelines
  - Must enroll in TRICARE Select to use it
  - Auto-enrollment for most
  - Can only switch plans during annual enrollment period or qualifying life event
    - Annual enrollment period aligns to OPM open season (2nd week of NOV to 2nd week in DEC)
  - 2018 is grace period

19

Two Cost Structures:

Establishing Groups A and B

- As per FY17 NDAA, starting January 1, 2018, enrollees fall into one of two categories based on when their sponsor first joined the military
  - Enrollees whose military sponsor's initial enlistment or appointment occurs before January 1, 2018 (i.e., all current eligible beneficiaries), are in Group A, also known as "grandfathered"
  - Enrollees whose military sponsor's initial enlistment or appointment occurs on or after January 1, 2018, are in Group B, also known as "non-grandfathered"
- Group A and Group B enrollees have distinct enrollment fees and out-of-pocket costs in accordance with current law.
- ***Note**: Enrollees in premium plans (TRICARE Reserve Select, TRICARE Retired Reserve, TRICARE Young Adult and the Continued Health Care Benefit Program) have Group B cost-shares, regardless of when their sponsor joined the military.*

20

TRICARE Fee Changes

- Active Duty Families
  - o TRICARE Prime continue to have no cost-shares
  - o TRICARE Select includes a **fixed-dollar copayment** versus percent-based cost-share **for outpatient network care** (same average out-of-pocket costs)
- Retirees and Families
  - o TRICARE Prime and Select cost-sharing changes in accordance with the law and regulation

21

Costs: Active Duty Family Members

Costs for ADFMs	Select Group A	Select Group B	Prime Group A	Prime Group B
Annual Enrollment	$0	$0	$0	$0
Annual Deductible	E1-E4: $50 for individual and $100 for family E5 and above: $150 for individual and $300 for family	E1-E4: $50 for individual and $100 for family E5 and above: $150 for individual and $300 for family	$0	$0
Catastrophic Cap Per Year	$1,000	$1,000	$1,000	$1,000
Point-of-Service Option Deductible	N/A	N/A	$300 for individual and $600 for family	$300 for individual and $600 for family
Point-of-Service Option Cost-Share After Deductible	N/A	N/A	50 percent	50 percent

TRICARE costs are subject to change.
Go to www.tricare.mil/costs for the most up-to-date cost information.

Source: Take Command Campaign The Future of TRICARE®

22

Costs: Active Duty Family Members

Costs for ADFMs	Select Group A	Select Group B	Prime Group A	Prime Group B
Preventive Care Visit	Network: $0	Network: $0	$0	$0
Primary Care Visit	Network: $21	Network: $15	Network: $0	Network: $0
Specialty Care Visit	Network: $31	Network: $25	Network: $0	Network: $0
Urgent Care Center Visit	Network: $21	Network: $20	Network: $0	Network: $0
Emergency Room Visit	Network: $81	Network: $40	Network: $0	Network: $0
Inpatient Admission	$18.60 per day or $25 per admission, whichever is more	Network: $60 per admission Out-of-Network: 20 percent of allowable charges	Network: $0	Network: $0

Note: TRICARE Select out-of-network cost-shares for outpatient care are 20 percent of the allowed charges.

TRICARE costs are subject to change.
Go to www.tricare.mil/costs for the most up-to-date cost information.

Source: Take Command Campaign The Future of TRICARE®

23

Costs: Retirees, Family, & Other Users

Costs for Retirees, Retiree Family and Other Plan Users (Excluding TFL)	Select Group A	Select Group B	Prime Group A	Prime Group B
Annual Enrollment	$0	$450 for individual and $900 for family	$289.08 for individual and $578.16 for family	$350 for individual and $700 for family
Annual Deductible	$150 for individual and $300 for family	Network Provider: $150 for individual and $300 for family Out-of-Network: $300 for individual and $600 for family	N/A	N/A
Catastrophic Cap Per Year	$3,000	$3,500	$3,000	$3,500
Point-of-Service Option Deductible	N/A	N/A	$300 for individual and $600 for family	$300 for individual and $600 for family
Point-of-Service Option Cost-Share After Deductible	N/A	N/A	50 percent	50 percent

TRICARE costs are subject to change.
Go to www.tricare.mil/costs for the most up-to-date cost information.

Source: Take Command Campaign The Future of TRICARE®

24

Costs: Retirees, Family, & Other Users

Costs for Retirees, Retiree Family and Other Plan Users (Excluding TFL)	Select Group A	Select Group B	Prime Group A	Prime Group B
Preventive Visit	Network: $0	Network: $0	$0	$0
Primary Care Visit	Network: $28	Network: $25	$20	$20
Specialty Care Visit	Network: $41	Network: $40	$30	$30
Urgent Care Visit	Network: $28	Network: $40	$30	$30
Emergency Room Visit	Network: $109	Network: $80	$60	$60
Inpatient Admission	Network: $250 per day or 25 percent of institutional charges, whichever is less, plus 20 percent of separately billed professional services Out-of-Network: DRG per diem or 25 percent of institutional charges, whichever is less, plus 25 percent of separately billed professional services	Network: $175 per admission Out-of-Network: 25 percent of allowable charges	$150 per admission	$150 per admission

Note: TRICARE Select out-of-network cost-shares for outpatient care are 25 percent of the allowed charges. TRICARE costs are subject to change.
Go to www.tricare.mil/costs for the most up-to-date cost information.

Source: Take Command Campaign The Future of TRICARE®

25

TRICARE Mental Health & Substance Use Disorder Treatment Changes

- Final rule published in Federal Register September 2, 2016; TRICARE Manual Changes published June 13, 2017
- Goals:
  - Align TRICARE's mental health and substance use disorder (SUD) benefit with the principles of mental health parity.
  - Expand covered MH and SUD treatment under TRICARE
  - Streamline requirements for institutional providers
  - Develop TRICARE reimbursement and cost-sharing methodologies

26

TRICARE Mental Health/Substance Use Disorder Benefit: Overview of Changes

- **Mental health parity with medical/surgical benefit in TRICARE**
  - Eliminate quantitative and qualitative treatment limitations on mental health and substance use disorder (SUD) benefit coverage
  - Align beneficiary cost-sharing for mental health and SUD benefits with those applicable to medical/surgical benefits
- **Expand covered mental health and SUD treatment under TRICARE**
  - Authorize psychiatric and SUD intensive outpatient programs
  - Cover outpatient SUD treatment by individual professional providers, Opioid Treatment Programs (OTPs) and Office Based Opioid Treatment (OBOT)
  - Cover non-surgical treatment of gender dysphoria
- **Streamline TRICARE requirements for institutional providers**
- **Develop TRICARE reimbursement and cost-sharing methodologies**

27

TRICARE Health Plans:

No Changes to Some Programs

- TRICARE Overseas Program
- TRICARE For Life (Medicare wrap-around coverage)
  - Must have Medicare Part A
  - Must have or be waived for Medicare Part B
  - Medicare Part B is based on income
  - Medicare is generally first payer; TRICARE is generally second payer

28

TRICARE Young Adult

- TRICARE coverage ends at age 21 (or up to age 23 if a full-time colleague student)
- Upon aging out of TRICARE, young adults may qualify to purchase TRICARE Prime (if available) or TRICARE Select coverage up to the age of 26
- Monthly premiums required

29

Spouse TRICARE Benefit

- Death of Active Duty Sponsor
  - Spouses are "transitional survivors" for the first three years after death of sponsor, then are "survivors"
  - Children remain "transitional survivors" until aging out
- Divorce from the Sponsor
  - Benefits will end at 12:01 a.m. on the day of the divorce
  - 20-20-20 Rule
  - 20-20-15 Rule
  - https://tricare.mil/Plans/Eligibility/FormerSpouses

30

TRICARE Reforms:
Our Guidance to Families

- Enrollment
  - **If you like your current plan, do nothing**—You will remain in your current plan (TRICARE Extra or Standard users were converted to TRICARE Select)
  - As service members transition to retirement, they will need to make a decision (TRICARE Prime or Select)
  - Ensure you and your family members' information is up-to-date in DEERS (new dependents will be auto-enrolled into TRICARE registered in DEERS)
  - Enrollment decisions will be locked in for the year (notwithstanding QLEs), effective January 1, 2019
- Educate yourself on cost changes

31

We Need Your Help … to Take Command

- Sign up for TRICARE updates at: www.TRICARE.mil/changes
- Spread the word!

32

Connect with TRICARE

@TRICARE

facebook.com/TRICARE/

33

Questions

34

CEU Credit & Certificate

- **One Survey, two different ways to receive a certificate.**
  - MFLN Military Caregiving concentration area is offering 1.0 CEU credit from the UT School of Social Work to credentialed participants.
  - MFLN Certificate of Completion for providers interested in receiving general training.
- **To receive a CEU credit OR certificate of completion, please complete the evaluation survey found at:**
  https://vte.co1.qualtrics.com/jfe/form/SV_b3nCzy1D7lRySsB

35

MILITARY CAREGIVING
Military Families Learning Network

Connect with MFLN Military Caregiving Online!

- MFLN Military Caregiving
- MFLN Military Caregiving @MFLNMC
- MFLN Military Caregiving @mfln_mc
- MFLN Military Caregiving
- Military Families Learning Network

36

Upcoming Event

- **Title:** Physical Activity Across the Lifespan for Individuals with Disabilities
- **Time:** 11:00 a.m. Eastern
- **Date:** Wednesday, April 25, 2018
- **Location:** learn.extension.org/events/3286

For more information on MFLN Military Caregiving go to:
https://militaryfamilies.extension.org/military-caregiving/

37