

Retiree Insurance Change

January 1, 2014

11-13-2013



Change Objectives

Maintain or improve current benefit levels while reducing retiree and Council expenditures

- Freedom Plan with drug subsidy to Freedom Plan with Medicare Part D (slight change in drug formulary)
- National One Plan to Retiree National Choice Plan
- *Offer* Freedom Plan or Retiree National Choice Plan to retirees covered on active group plans
- Retiree savings range from zero to \$185 per month
- Council savings approximately \$900,000 annually



Freedom Plan with Medicare Part D

- Approximately 1400 retirees
- Letters mailed in September from Metropolitan Council and HealthPartners
- Automatic enrollment
- Challenge:
 - Approximately 50 impacted by formulary change
 - HealthPartners working with retirees impacted by formulary change

Retiree National Choice Plan

- Approximately 20 retirees
- Richer plan design and lower premiums
- Letters and enrollment forms to be mailed in November from Metropolitan Council
- Allows retirees to relocate out of state and keep low premiums
- Challenge:
 - Requires Part B of Medicare (some may not have it)
 - Benefits staff will work individually with retirees in this group



Retirees Enrolled in Active Group Plans

- Approximately 40 retirees
- Letters being mailed in November from Metropolitan Council
- *Offer* enrollment in Freedom Plan or Retiree National Choice Plan
- Reduced premium for Metropolitan Council and retiree
- Challenge:
 - Requires Part B of Medicare (some may not have it)
 - Benefits staff will work individually with retirees in this group

