October, 2019

ATTENTION: PSRS-STL Members, Surviving Dependents & COBRA Participants

Enclosed are the 2020 Open Enrollment (“OE”) materials. OE begins November 1st and ends November 27th at 4:00 p.m. (so that UnitedHealthcare® can meet the Medicare deadline for mailing the membership cards). Changes will not be accepted after November 27th. Please refer to the OE meeting schedule in the enclosed OE booklet for meeting dates, times and locations.

If you are not making any plan changes, you DO NOT need to complete any paperwork.

All members enrolled or enrolling in the UnitedHealthcare® Group Medicare Advantage PPO plans (Gold, Low or High) will receive a new identification card for 2020. Members enrolled in the SLPS-Sponsored Base or Buy-Up medical plans will only receive a new card if making plan changes.

Refer to the page entitled “Brief Overview of Changes” in the OE booklet to see the 2020 changes at a glance. The only insurance premiums that increased for 2020 are the SLPS-Sponsored Base & Buy-Up Plans (please refer to page 4 or 5) – all other premiums will remain the same.

To All Medicare-Eligible Members Currently Enrolled in the Base or Buy-Up Plans:

If you are Medicare-eligible AND enrolled in either the SLPS-sponsored UnitedHealthcare® Base or Buy-Up plan, you should consider enrolling in one of the PSRSSTL-sponsored Group Medicare Advantage PPO Plans for the following reasons:

1. Members can save a substantial amount of money by switching plans (between $3,616.32 and $5,635.92 in premiums and $500-800 in deductibles annually);

2. While you do have the flexibility to see out-of-network providers in the Base or Buy-Up plans, you will be charged more to do so. With the UnitedHealthcare® Group Medicare Advantage PPO plans, you will not be charged extra for seeing out-of-network providers;

3. The UnitedHealthcare® Group Medicare Advantage PPO plans offer nationwide coverage – you can reside or travel anywhere in the United States and schedule regular doctor visits while living or traveling outside of the St. Louis area; AND
4. The UnitedHealthcare® Group Medicare Advantage PPO plans offer many extra benefits that are not available in the Base or Buy-Up plans (i.e., Silver Sneakers, $60 quarterly allowance for over-the-counter products, transportation to/from doctor appointments, $500 hearing aid discount, etc. – refer to the Extra Benefits page in the enclosed OE booklet).

**PLEASE NOTE:** Any members who have been diagnosed with End Stage Renal Disease, must be outside their 30-month coordination period to enroll in a Medicare Advantage plan. Also, any members who take very costly Tier 4 Specialty Medications may want to stay enrolled in the Base or Buy-Up plan because there is no donut-hole protection for Tier 4 medications.

**To All Medicare-Eligible Members Currently Enrolled or Enrolling in the Gold, Low or High Plans:**

The PSRSSTL-sponsored UnitedHealthcare® Group Medicare Advantage PPO plans are designed to help members avoid paying the high costs of the Medicare Donut Hole.

**THE MEDICARE DONUT-HOLE WORKS AS FOLLOWS:**

Once a Medicare recipient’s annual retail drug costs reach $4,020, the recipient is subject to the Medicare Donut Hole. Recipients must then pay 25% of the cost of the drug(s) until their retail costs reach $6,350 (basically, the Medicare recipient must pay out $2,330 to get out of the donut hole). Then, you go into “catastrophic coverage” and you will pay a coinsurance amount for the remainder of the year.

To avoid the Medicare Donut Hole and catastrophic coverage costs, members must be enrolled in the plan that provides the correct protection level against the donut hole. The protections are as follows:

- **Gold Plan** – no donut hole protection – designed for members whose annual retail drug cost is less than $4,020;
- **Low Plan** – donut hole protection for Tier 1 (generic) drugs; or
- **High Plan** – donut hole protection for Tiers 1, 2 and 3 (generic, brand and preferred brand drugs).

**TIER 4 DRUGS** There is no donut hole protection for Tier 4 SPECIALTY medications due to the extremely high costs of these drugs. Members will be subject to the donut hole and catastrophic coverage for any Tier 4 medications.

All members enrolled or enrolling in the Gold, Low or High UnitedHealthcare® Group Medicare Advantage PPO plans are encouraged to conduct an annual review of currently-prescribed medications because the Medicare drug formulary changes annually which can affect your copay amounts. For example:

- drug tier classifications change – you may need a different protection level for the donut hole;
- generics may have been released into the marketplace;
- drugs may have been eliminated from the formulary and may no longer be covered; or
- new drugs may be available.

Members who do not have computer access and/or would like assistance in selecting the appropriate plan should attend one of our Open Enrollment sessions. Following the vendor presentations, we will be holding consultations to assist members in making plan selections.
PLEASE BRING THE FOLLOWING ITEMS TO THE OPEN ENROLLMENT MEETING:

a. Completed Worksheet for Prescriptions (found in the back of your OE booklet), make sure to list all prescription names and the actual retail costs of each; AND

b. A copy of your Medicare card (copy machines are not available at the meeting facility).

IF YOU WISH TO CONDUCT YOUR OWN REVIEW:

1. You should first determine whether you will be subject to the donut hole by completing the Worksheet for Prescriptions located at the back of your OE booklet, make sure to:
   a. List all medications;
   b. Obtain the actual retail cost from your pharmacy and list on the Worksheet;
   c. Calculate the annual cost of each prescription; AND
   d. Total all annual costs.

   If your annual cost is less than $4,020, you will not be subject to the donut hole and will not need protection – consider enrolling in the Gold plan.

   If your annual cost exceeds $4,020 a year, then, you will be subject to the donut hole, proceed to #2 to determine whether you should consider enrolling in the Low or High plan.

2. To determine the level of donut hole protection you require, you will need to check the 2020 Drug Formulary to determine the drug tier associated with each of your medications. Following are instructions for determining the drug tier(s):
   a. Go to www.psrssl.org;
   b. Click on the “Health Insurance” tab;
   c. Click on “Plan Comparisons/Summaries, Rates and Drug Formulary”;
   d. Under “UnitedHealthcare Group Medicare Advantage PPO Plans”, click on one of the drug formularies listed (the drug list is the same in all formularies, the difference in the formularies is only how each plan treats the donut hole);
   e. Click on one of the “2020 Drug Formularies”;
   f. Press “Ctrl” and “F” at the same time and a search box will appear at the top right corner of the screen;
   g. Click inside the ‘search’ box and type in each prescription name (use the up and down arrows in the search box to move throughout the document) to determine the tier for each of your drugs.

   If you take only Tier 1 drugs AND are subject to the donut hole, consider enrolling in the Low plan.

   If you take Tiers 1, 2 and/or 3 drugs AND are subject to the donut hole, consider enrolling in the High plan.

   If you conduct your own review and determine that a plan change is required, you must complete the following forms which can be found on our website at www.psrssl.org:

   a. Benefit Enrollment-Change Form (without dependents); and
   b. Benefit Enrollment-Change Form (with dependents – includes Dependent Benefits Enrollment-Change Form – if you have dependents, this form must be completed and signed by both the member and dependent(s).
All forms must be received in our office no later than November 27, 2019 by 4:00 p.m.

Mail: 3641 Olive Street, Suite 300, St. Louis, MO  63108  
Fax: (314) 533-0531 (be sure to mail the original form to our office)

TO ALL MEDICARE-ELIGIBLE MEMBERS: DO NOT enroll in a separate Part D Prescription Drug Plan. All PSRS-STL and SLPS-sponsored medical plans include “creditable prescription coverage.”

We look forward to seeing you at the open enrollment meetings.

Cordially,

Dawn Waters  
Insurance Benefits Specialist  
(314) 534-7444 Ext. 3011

Enclosures