

This information affects members of the MoDOT/MSHP Medical and Life Insurance Plan, which is administered by the Missouri Highways and Transportation Commission. This message does not pertain to those employees who participate in the Missouri Consolidated Health Care Plan.

On September 14, 2011, the Missouri Department of Transportation Commission approved changes to the MoDOT/MSHP Medical and Life Insurance Plan for 2012.

The major changes include:

- 1) Increase in deductible from \$350 to \$450 per individual per year and/or family deductible from \$1,050 to \$1,350 per year.
- 2) Active employees will contribute 20 percent of coverage costs, with the state of Missouri covering 80 percent. Today, the percentage paid for medical coverage varies depending on the rate category.
- 3) Current retirees will contribute 60 percent of coverage costs, with the state of Missouri covering 40 percent. Today, the percentage paid for medical coverage varies depending on the rate category. Movement to this cost sharing arrangement will take place over the course of at least four years.
- 4) Beginning January 1, 2014, there will be an entirely new retiree health care contribution rate for future retirees. For employees who retire on or after January 1, 2014, the state of Missouri contribution will be based on the employee's years of service, rather than a flat percentage of the monthly premium. For example, the state of Missouri will provide a certain dollar amount for years of service up to 35 years. Employees who retire prior to that date may remain in the existing 40/60 contribution plan. Those currently eligible for retirement by January 1, 2014 will receive a more detailed letter explaining these options.

These rate changes will begin on January 1, 2012, and may continue until all rate categories reach the aforementioned cost sharing rates. This will mean an increase in premium rates for most medical plan members, and an increase in deductibles for active employees and retirees. Additionally, the spouse contribution rate category, when both spouses are employed by MoDOT and/or the Highway Patrol, will be eliminated.

A rate chart that shows the calendar year 2012 premiums is attached to this e-mail and available on the Internet at: <http://www.modot.mo.gov/newsandinfo/benefits.htm>

Further communications regarding these changes will be provided to you via mailings to your home, troop meetings, and documents that are available on the Internet. Your Annual Medical and Life Insurance Plan 2012 benefit update will be mailed to your home the first week of October. The 2012 Open Enrollment period will run from October 17 to November 14.

For more information about these changes, please contact your local insurance representative, GHQ Insurance Clerks Evelyn Borgmeyer or Carrie James at 573-526-6136, or call the Employee Benefits office toll free at 877-863-9406.