

Employees may participate in an MCHCP plan at retirement if eligible to receive a monthly retirement benefit from either the Missouri State Employees' Retirement System (MOSERS) or another retirement system whose members are grandfathered for coverage under the plan by law. *MCHCP members who are employees of a state-sponsored college or university covered under the Plan should check with their employer to see if MCHCP retiree coverage is included as a benefit to employees.*

1 Determine Options

- **Continue** your current coverage.
- **Enroll** yourself and/or your dependents in MCHCP medical, dental and/or vision coverage at retirement with proof of six months of continuous coverage and proof of eligibility for dependents.
- **Transfer** to your spouse's MCHCP coverage.
- **Cancel** one or more of your MCHCP health care plans for medical, dental, and vision.
- Retirees who cancel or fail to elect coverage for themselves or their dependents may not enroll at a later date.

2 Determine Premiums and Prepayment Options

- Eligible retirees receive a state contribution of 2.5% for each full year of service, as reported by MOSERS. The maximum state contribution cannot exceed 65% (equal to 26 years of service).
- **Log into your myMCHCP account and use the Premium Calculator to determine your premiums at retirement.**
- Your first month's retiree premium will be deducted from your last two active paychecks. If your premiums are deducted pre-tax through MoCAFE, you have the option to prepay retiree premiums, through the end of the year, with your last two active paychecks and/or lump sum vacation/compensatory time payroll.

Complete Retiree Election

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- Complete MCHCP's Retiree Enrollment form by logging into your myMCHCP account, selecting "eForms" from the menu bar and then selecting "Retirement".
 - If you or your covered dependent will be eligible for Medicare at retirement (age 65 or earlier if due to a disability), it's best to submit your enrollment 60 days in advance of your retirement date. Non-Medicare retirees should submit enrollment at least 31 days in advance.
 - If you fail to submit your enrollment within 31 days of your retirement date, coverage is terminated effective the last day of the month employment ends.

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Coverage Changes After Retirement

When is a retiree allowed to make coverage changes after retirement?

Qualifying event (marriage, birth, adoption or placement of a child) – 31 days to submit enrollment.

Involuntary loss of employer sponsored group coverage or loss of dependent's Medicaid eligibility - 60 days to submit enrollment.

- Must submit proof 12 months prior coverage immediately prior to loss, proof of the coverage end date and the reason for the loss.

Must submit proof of eligibility (birth certificate, marriage license).

Vested employees who leave state employment prior to retirement should contact MCHCP regarding coverage after employment ends.

Survivor Benefit

Survivors covered at the time of your death may continue coverage. Medicare primary survivors' coverage is automatically continued.

Non-Medicare survivors must submit a Survivor Enrollment form and pay the required premium within 31 days of the first of the month after the subscriber's death to continue coverage.



MCHCP and Medicare

What happens to my retiree coverage when I become eligible for Medicare?

When you or your covered dependent becomes eligible for Medicare (age 65 or younger due to a disability), you must enroll in Medicare Part A (hospital coverage) and Part B (doctor and outpatient care) and submit a copy of your Medicare card to MCHCP.

You will automatically be enrolled in MCHCP's Medicare Advantage Group PPO Plan for medical and prescription drug coverage. Your medical premium will be adjusted based on Medicare status. Do not enroll in another Medicare plan for prescription or medical coverage or you may be disenrolled from this plan.

Medicare Resources

Missouri State Health Insurance Assistance Program (SHIP) can be reached at 800-390-3330 or <http://missouriship.org>

Medicare can be reached at 1-800-MEDICARE or www.medicare.gov

Notes:



Additional Information

- Non-Medicare retirees not enrolled in TRICARE can continue participating in *Strive for Wellness*® incentives.
- The *Strive for Employee Life and Family (SELF)* Program continues for 18 months after retirement.
- October 1-31 is the annual Open Enrollment period.
- Keep contact information current
- If you do not enroll at retirement, or if you cancel coverage as a retiree, you **will not** be able to enroll later.



Action Items

- Complete Your Enrollment: Enroll within 31 days of retirement. If Medicare-eligible, it's best to submit the form at least 60 days prior to the retirement date.
- Submit Your Medicare Card: If you're eligible for Medicare, submit a copy of your Medicare card with your enrollment.
- Retirees who complete the Retiree Enrollment do not need to submit the COBRA packet.
- Complete the Authorization to Release Protected Health Information form



Do You Have Additional Questions?

- Contact MCHCP Member Services by logging into your myMCHCP account and sending a secure message or call 800-487-0771, Monday-Friday, 8:30 a.m.-12 p.m. & 1-4:30 p.m.
- MCHCP's office is located at 832 Weathered Rock Ct., Jefferson City, MO 65110. Office hours are Monday through Friday, 8 a.m. to 4:30 p.m. We are closed on state holidays.
- To view this booklet and to download a copy of the Ready to Retire presentation, please visit our website at www.mchcp.org. Once there, you will hover your mouse over "State Members" in the menu bar at the top of the homepage, then select "Member Education". On the next page, select "Medicare and Retirement".
- For additional contact information please visit our website www.mchcp.org or scan the QR code below.



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Frequently Asked Questions

Can I change my medical and vision plan elections at retirement?

No, you cannot change your current medical and vision plan at the time of retirement. Please refer to page 1 of the Ready to Retire handout to determine your options at retirement.

If you or your covered dependent is eligible for Medicare at retirement, they will be enrolled in MCHCP's Medicare Advantage Plan.

Non-Medicare retired members will remain in their current medical plan. Please refer to page 2 of the Ready to Retire handout to learn more about Medicare and MCHCP coverage.

Non-Medicare Retirees may change plans during Open Enrollment, in October, for updates to take effect on January 1 of the following year.

If I am eligible and choose to prepay my retiree insurance premiums, what funds can be used for this purpose?

If your premiums are collected pretax through MoCAFE, you may prepay additional premiums, up through the end of the year, using your last two active paychecks and/or lump sum vacation/compensatory time payroll. See page 1 of the Ready to Retire handout on how to determine your premiums and prepayment options at retirement.

What will happen to the amount I have already contributed toward my medical plan's deductible and out of pocket maximum if I retire mid-year or at the beginning of the year?

- **Non-Medicare Retirees (Mid-Year Retirement):** If you retire mid-year, the amounts already applied toward your deductible and out-of-pocket maximum will carry over. This is because your status changes from active to retired, but your plan enrollment remains the same.
- **Medicare Retirees (Mid-Year Retirement):** Upon retirement and eligibility for Medicare, you become eligible for MCHCP's Medicare Advantage plan. The Medicare Advantage plan will have a new deductible and out-of-pocket maximum. This will apply for both the retiree and any dependents enrolled in Medicare.
- **All Retirees with a January 1 Effective Date:** Retirement effective January 1 marks the beginning of a new plan year. As such, a new deductible and out-of-pocket maximum will apply.

What will happen to my health savings account (HSA) funds when I retire? How do I make contributions to my HSA?

Non-Medicare retirees may continue to use the funds in their HSA for qualified medical expenses in accordance with the Internal Revenue Service (IRS) guidelines. While pre-tax payroll deductions are no longer available due to retirement status, contributions to your HSA can still be made through online banking transfers, check or cash deposits, using the bank of your choice. Please note that the Missouri State Employees' Retirement System (MOSERS) does not have an option to deduct contributions from your pension payments.

- Medicare retirees may continue to use HSA funds to pay for qualified medical expenses, as defined by the IRS.
- MCHCP partners with HSA Central, a division of Central Bank, for the HSA. Please contact HSA Central at 833-232-4676 for questions regarding your HSA.



Frequently Asked Questions

Can I use my HSA funds to pay for my medical premiums?

Retirees are encouraged to contact a tax professional for guidance.

If I am enrolled in the HSA Plan, will I continue to receive the annual MCHCP contribution to my HSA?

No. Retirees are not eligible to receive the MCHCP contribution to their HSA.

I am a retiree and have Medicare, why didn't my premium decrease?

If a retiree or any covered dependent is eligible for Medicare but hasn't enrolled in Part A and B or provided their Medicare Beneficiary Identifier (MBI), the non-Medicare rate will continue until the MBI is received. Members will be enrolled in the Medicare Advantage Plan on the first day of the second month after MCHCP receives the MBI.

When I retire, I plan on enrolling in another medical plan, while retaining my coverage through MCHCP. Which plan will be considered primary?

Benefits payable by MCHCP medical plans, excluding MCHCP's Medicare Advantage Plan, are subject to coordination of benefits. This prevents overlapping payments for the same service and claim delays. If members are covered under more than one benefit plan, the health plan must be notified.

Under coordination of benefits, one plan is designated as primary and the other is designated as secondary. Claims will be paid by the primary plan first according to its benefits. If applicable, any remaining charges may be paid by the secondary plan.

When MCHCP is secondary, MCHCP benefit payments will not exceed what it would have paid if it were primary. If the primary carrier's payment is more than MCHCP would have paid as primary, MCHCP's payment as secondary payer is zero.

State rules determine which plan is primary. For more information, refer to the Code of State Regulations (22 CSR 10-2.070 Coordination of Benefits).

If I retire on January 1, can I continue coverages that I add during Open Enrollment the year prior?

It depends. You may continue coverage for yourself and your spouse or children only if you have had continuous health coverage that meets one of the following conditions:

1. You have been continuously covered through MCHCP since the effective date of the last Open Enrollment period; or
2. You have been continuously covered through MCHCP since your initial date of eligibility; or
3. You have had group or individual medical coverage for the six (6) months immediately before retirement.
4. If these requirements are not met, coverage added during Open Enrollment cannot continue.