

Changes to retiree health insurance

Effective January 1, 2018

Use this handout to get to know the upcoming changes to retiree health insurance and how they affect you.

1. Find your access category

As part of changes to retiree health insurance, the Total Rewards Advisory Committee defined four “access categories” which will help employees understand what access they have to the retiree health insurance benefit. The access category you fit in is based on your age and your years of service on 12/31/17:

A Age: 60 or more years
Years of Service: 20 or more years

B Age + Years of Service = 80 or more, but employee is not yet Age 60 or does not have 20 Years of Service

C Age + Years of Service = less than 80, but employee has 5 or more Years of Service

D Employee has less than 5 Years of Service

2. Understand the changes to coverage

The University of Missouri Board of Curators approved a set of changes that preserve the retiree health insurance benefit for as many employees as possible; the changes were crafted with special consideration for employees with long service, or who are closest to retirement. Below are the changes for each access category:

Changes to coverage:

- Access Category A: UM coverage; no change to coverage.
- Access Category B: UM coverage, if you reach Age 60+ and 20+ Years of Service by your retirement date.
- Access Category C: UM coverage, if you reach Age 60+ and 20+ Years of Service by your retirement date.
- Access Category D: Ineligible for coverage.

Changes to subsidies:

- Access Category A: Percentage subsidy; no change to subsidy.
- Access Category B: Percentage subsidy coverage, if you reach Age 60+ and 20+ Years of Service by your retirement date.
- Access Category C: Fixed \$100/year for every Year of Service to purchase UM coverage; maximum of \$2,500 annually, if you reach Age 60+ and 20+ Years of Service by your retirement date.
- Access Category D: Ineligible for subsidy.

Plan closure:

- Plan closes to Access Category D (i.e., less than 5 Years of Service) and new hires.

3. See what eligibility looks like across the board

This chart illustrates what eligibility will look like across the board on January 1, 2018, when the changes approved by the board of curators take effect.

Age on 12/31/17	Years of Service on 12/31/17																								
	≤ 4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25*			
≤ 25	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
26	D																								
27	D																								
28	D																								
29	D																								
30	D																								
31	D																								
32	D																								
33	D																								
34	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
35	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
36	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
37	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
38	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
39	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
40	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
41	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
42	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
43	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
44	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
45	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
46	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
47	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
48	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
49	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
50	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
51	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
52	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
53	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
54	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
55	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C		
56	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B		
57	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B		
58	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	B		
59	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	B		
60	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	A	A	A	A		
61	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	A	A	A		
62	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	A	A	A		
63	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	A	A	A		
64	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	A	A	A		
65	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	A	A	A		
66	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	A	A	A		
67	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	A	A	A		
68	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	A	A	A		
69	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	A	A	A		
≥ 70	D	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	C	B	B	A	A	A		

* Employees with greater than 25 Years of Service will fall into categories A, B, or C depending on Age and Years of Service.

Access Category D:
On 12/31/2017
Years of Service < 5
Access to UM retiree health insurance: Ineligible

Plan closing to employees with less than 5 Years of Service, as well as new hires.

Access Category C:
On 12/31/2017
Age + Years of Service < 80
Years of Service ≥ 5
Access to UM retiree health insurance:
As long as employee works to at least Age 60 & reaches 20 Years of Service:
• UM coverage
• Subsidy is \$100/year for each Year of Service; \$2,500 max. annually

Access Category B:
On 12/31/2017
Age + Years of Service ≥ 80
But either Age < 60 or Years of Service < 20
Access to UM retiree health insurance:
As long as employee works to Age 60 & reaches 20 Years of Service:
• UM coverage
• Current percentage subsidy

Access Category A:
On 12/31/2017
Age ≥ 60
Years of Service ≥ 20
Access to UM retiree health insurance:
• UM coverage
• Current percentage subsidy



Understand the basics:
The retiree health insurance webpage features tools and resources to help you understand the changes to retiree health insurance and how they affect you. It also includes information on seminars and one-on-ones that can help you make the retirement decision that's best for you.

Get extra help for your in-depth questions:
Contact the HR Service Center! Get the most from your chat by preparing with the changes to retiree health insurance webpage beforehand.

Call: (573) 882-2146
Toll-free: (800) 488-5288
Email: HRServiceCenter@umsystem.edu