



October 2007

Knox County Government  
Medical Plan Announcement

### ***2008 Medicare Advantage Plan Benefits***

The Knox County Retirement & Pension Board is pleased to announce that Cariten Senior Health will continue to be offered as the Medicare Advantage Plan Provider for 2008; however there are some benefit changes to the plans.

The Transfer Period is October 15 – November 15, 2007.  
Any changes made during this period will go into effect January 1, 2008.

#### **What are the differences in the two plans?**

The Cariten Senior Health Medicare Advantage Plans offered through the Knox County Retirement Office provides more prescription drug coverage than the standard Medicare Part D plan. Please see a summary below of your benefits.

#### **Cariten Senior Health Advantage Plus:**

The co-pays for providers have changed for 2008. Please review the enclosed comparison carefully so you will know your new benefits. This will be the same plan that Cariten offers directly to individuals for 2008. It is being offered to our participants with the convenience of paying your monthly premiums through the Retirement Office.

The prescription co-pays for the Advantage Plus Plan are listed below:

- \$100 Deductible
- Tiered Co-pays:
  - ◆ Tier 1 (\$8) – Generics
  - ◆ Tier 2 (\$25) – Preferred Brand
  - ◆ Tier 3 (\$50) – Non-Preferred and Multi-Source Brands
  - ◆ Tier 4 (\$75) – Injectibles and Biologicals

**Enhanced Knox County Employer Coverage** – This is the same plan that has been offered in the past with no benefit changes for 2008. For prescription drugs this plan will have an annual \$100 deductible and co-pays up to a total out-of-pocket of \$3600. Once the out-of-pocket \$3600 has been met, you will pay a 5% co-insurance or a \$2 or \$5 co-pay, whichever is higher.

- \$100 Deductible
- Tiered Co-pays:
  - ◆ Tier 1 (\$5) – Generics
  - ◆ Tier 2 (\$15) – Preferred Brand
  - ◆ Tier 3 (\$30) – Non-Preferred and Multi-Source Brands
  - ◆ Tier 4 (\$50) – Injectibles and Biologicals

*Please read the enclosed comparison sheet carefully to make a more informed decision. The information listed here is informational only and may require further action for enrollment into a Cariten Senior Health plan.*

**How does this affect you?**

Medicare Advantage Health Plans that contract with the federal government can design their prescription drug plans differently as long as the overall value is the same or better than the Medicare standard plan.

The Medicare Advantage plans being offered by Knox County Government are designed to coordinate with Medicare Part D by helping pay a higher portion of the prescription drug coverage, and reducing the cost of the deductible that is required by Medicare Part D.

By enrolling in a Cariten Senior Health Plan, which is a Medicare Advantage Plan through Knox County Government, your enrollment into Medicare Part D is automatic. **Your monthly premium for Medicare Part D is included in your monthly premium of Cariten Senior Health.**

**Can I change my mind and switch to another plan during 2008?**

If you enroll in one of the Knox County Plans, you will be eligible to “switch” between the two at anytime during 2008.

**What are the rates for 2008?**

The 2008 Medicare Advantage Plan rates for Cariten Senior Health are as follows:

| <b>Medicare Advantage Plans for 2008</b>              |                  |
|---|------------------|
| <b>Cariten Senior Health Advantage Plus</b>           | <b>Per Month</b> |
| Individual  | \$77.00          |
| Family  | \$154.00         |
| <b>Enhanced Knox County Employer Plan</b>             | <b>Per Month</b> |
| Individual  | \$190.00         |
| Family  | \$380.00         |
| <b>Both Plans (Adv. Plus &amp; Enhanced Coverage)</b> | <b>Per Month</b> |
| Retiree plus dependent enrolled in one plan each      | \$267.00         |

**Reminder:** If you are currently enrolled with Knox County Retirement and you are not making a change for 2008, your deductions will be updated automatically based on the payment selection you had chosen. If you are paying from your monthly benefit or Medical Expense Retirement Plan and there is not enough to cover your new premiums you will receive a notice from us explaining your new options of payment.

**What is the deadline to complete enrollment forms?**

The **deadline** for enrollment into a Knox County Retirement Medicare Advantage Plan is **Thursday, November 15, 2007** for a January 1<sup>st</sup> effective date. Any forms received after that date may delay the mailing of I.D. cards to participants; however, coverage will be approved for January 1<sup>st</sup> if enrollment forms are received by December 31<sup>st</sup>.

**Where can I obtain an enrollment form?**

If you are interested in signing up for either Cariten Senior Health plan you may contact the Retirement Office at (865) 215-2323 and request that a packet be mailed to your home address or you may attend one of the Help Sessions.

**Am I required to enroll or re-enroll?**

If you are currently enrolled in one of the Cariten Senior Health plans through Knox County Retirement and wish to remain with the same Cariten Senior Health plan through Knox County Retirement, you **do not** have to do anything – your coverage will remain the same as well as your payment authorization election.

If you are not enrolled through Knox County Retirement and wish to enroll, please follow the requirements below:

1. If you are enrolled in one of the individual plans through Cariten Senior Health and wish to enroll in one of the Cariten Senior Health plans through **Knox County Retirement**, you are **required** to complete a new enrollment form and payment authorization form or;
2. If you are enrolled in a Medicare Advantage Plan other than the two plans listed above and wish to enroll in one of the Cariten Senior Health plans through Knox County Retirement you are **required** to complete a new enrollment form and payment authorization form or;
3. If you are not currently enrolled in a Medicare Advantage Plan but wish to enroll in one of the Cariten Senior Health Plans through Knox County Retirement you are **required** to complete an enrollment form and payment authorization form or;

**Are there restrictions for applying through Knox County Retirement?**

You may apply for either Cariten Senior Health Plan through Knox County Retirement providing you meet the following criteria:

- ◆ Retired or on Disability through the Knox County Retirement Office and have both Medicare Part A and Part B
- ◆ Spouse or Dependent of a Retiree or Disabled Participant and have both Medicare Part A and Part B

### **What happens if I enroll in more than one medical insurance plan?**

If you are enrolled in a Medicare Supplement offered by Knox County Government, you cannot be enrolled in a Medicare Part D plan outside Knox County Government. The Centers for Medicare and Medicaid Services (CMS) will **dis-enroll** you in your medical insurance plan through Knox County Government if you enroll in a second Medicare plan.

### **What happens if I received Low Income Subsidy (LIS) for 2007?**

If you received a low income subsidy through Medicare for 2007 and/or you feel that you qualify for 2008 you must complete a Low Income Subsidy application. The LIS forms can be obtained from your local social security office.

### **What forms are required for Knox County Retirement?**

If you elect to enroll in one of the Cariten Senior Health Plans through Knox County Retirement you must complete the forms listed below. You may contact the Retirement Office for the required forms or attend one of the Help Sessions (Please do not call Cariten Senior Health for insurance forms):

1. Enrollment Form
2. Payment Authorization Form
3. Public Safety Officers Pre-Tax Deduction Form\*
4. Medical Expense Retirement Plan Distribution (MERP)\*\*

\*This form is only applicable to those who are a retired Public Safety Officer.

\*\*If you wish to pay your premiums from your MERP account you must complete this form.

### **Where do I mail my forms to?**

The forms must be returned to the Knox County Retirement Office for processing. The mailing address is:

**Knox County Retirement  
400 Main Street, City-County Building  
Room 371  
Knoxville, TN 37902**

### **What if my Monthly Retirement Benefit or Medical Expense Retirement Plan isn't enough?**

If we find that your monthly retirement benefit or Medical Expense Retirement Plan isn't enough to pay for your premiums, you will be given the opportunity to make a payment election change. You will receive a payment election form at that time to complete; if a new selection isn't chosen, then you will continue to receive a monthly invoice.

### **I have questions regarding 2008 Benefits. Who do I call?**

If you have questions regarding the Cariten Senior Health benefits for 2008, you have the following choices to get your questions answered:

1. You may attend Enrollment / Help Sessions (information listed below) or;
2. You may contact Cariten Senior Health directly at 865-670-7790 or;
3. You may contact the Retirement Office at (865) 215-2323.

## Will there be an Enrollment / Help Session?

Yes. There will be four Enrollment / Help sessions at the following locations:

| Enrollment / Help Session Schedule |             |                 |  |
|------------------------------------|-------------|-----------------|--|
| Date                               | Time        | Location        | Address  |
| Monday, October 29th               | 2:00 - 4:00 | IHOP            | 7609 Mtn. Grove Drive (Chapman Hwy. near Lowe's) |
| Tuesday, October 30th              | 2:00 - 4:00 | Pulleo's Grille | 7224 Region Lane (East Knox County)              |
| Wednesday, October 31st            | 2:00 - 4:00 | Ramsey's        | 5331 Central Avenue Pike (Off Merchants Drive)   |
| Thursday, November 1st             | 2:00 - 4:00 | Rothchild's     | 8807 Kingston Pike (West Knoxville)              |

### Special Note:

For those who are eligible for the active medical insurance through Knox County Government, there will be meetings held at a later date.

## Medical Premium Bonus Payment for 2008

The Knox County Retirement & Pension Board is happy to announce there will be a Medical Bonus for 2008. The amount of the bonus is \$120 and is payable to the Retiree. Beneficiaries are not eligible to receive the bonus.

### Retirees may choose from two payment options:

1. Paid directly to the Retiree. This will be reported as taxable income and you will receive a 1099R tax form reflecting this distribution. You do not have to complete the form if you want the Medical Bonus made payable to you.
2. Rollover directly to an IRA. If you wish to have your Medical Bonus rolled over to an IRA, please complete the enclosed form.

### The Medical Bonus will be paid in the first quarter of 2008.

If you have any questions regarding the changes for January 1, 2008 please call the Knox County Retirement Office at (865) 215-2323 or visit our website at [www.knoxcounty.org/retirement](http://www.knoxcounty.org/retirement).

Thank you,  
Knox County Retirement

Enclosures