

Good news and more good news!

No increase effective 1/1/2012* for the following plans:

1. Concordia Retirement Plan (CRP)
2. Concordia Disability and Survivor Plan (CDSP)
3. Voluntary Accident Insurance Program (AIP)
4. Voluntary Supplemental Life Insurance Plan

The website pages containing rates for the CRP and CDSP have been updated. The Web News story will soon be up and the information will be shared via the fall *Benefits Bulletin* which should already have been mailed.

Decrease effective 1/1/2012* for Retiree Medicare Supplement Plan:

The monthly rate* for over-age-65 retirees and their over-age-65 spouses will decrease from \$279 to \$257 per person. If you are wondering how this can be done when trends for health care are increasing across the country, below is an explanation – it is a bit complicated.

In 2011, the Concordia Health Plan transitioned to a customized Medicare Part D Prescription Drug Plan (PDP) through Express Scripts for Medicare supplement members. With the PDP, a provision of the Affordable Care Act gave Concordia access to rebates from pharmaceutical companies for certain brand name drugs for those Medicare supplement members who reach the coverage gap stage (commonly referred to as the “donut hole”). An administrative change for 2012 will allow Concordia to maximize the rebates from pharmaceutical companies for members in the coverage gap. This results in lower contribution rates for our Medicare supplement members with no change to their prescription drug co-pays at a retail pharmacy or home delivery.

Discontinuation of separate fee for debit cards currently provided by SelectAccount (SA):

For those of you who have debit cards for personal spending accounts administered by SA, beginning September 2011, there is no longer a separate fee. This is an early implementation of the 2012 change. The change will be reflected on your September administrative fee bill that you will receive this week.

Reminder – 2012 Health Plan Option Elections due 10/7/11:

Time is ticking away. Your 2012 health plan elections are due in less than a month. As you plan your 2012 offering, if I can be of assistance in any way, just let me know.

Blessings on your ministry!

**Rates are subject to change, 90-day advance notification required*

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