

2019 Open Enrollment

Medical Overview

Plans for 2019

- The \$2,700 High Deductible Plan (HSA) will remain the same
- The \$3,000 Deductible PPO Plan will be increased to a \$3,500 Deductible PPO Plan.
- The \$950 Deductible PPO Plan will cease to be offered

\$2700 HSA Plan

Plan Type	H.S.A
Deductible	\$2,700
Out of Network Deductible	\$5,400
Deductible Definition	Embedded
Deductible Carryover	No
Family Deductible	\$5,400
Coinsurance	0%/20%
True Out of Pocket (Family)	\$2,700 (\$5,400) –in network
Out Network Co-ins Max	Unlimited
Wellness	PPACA
Primary Care Physician Copay	Deductible
Specialty Care Physician Copay	Deductible + Coinsurance
Drug Coverage	Deductible + Coinsurance
Value Formulary	No
Mail Order Rx	Yes
Inpatient Copay	Deductible + Coinsurance
ER Copay	Deductible + Coinsurance

\$3500 PPO

Plan Type	\$3500 PPO
Deductible	\$3,500
Out of Network Deductible	N/A
Deductible Definition	Fulfillment
Deductible Carryover	Yes
Family Deductible	\$7,000
Coinsurance	20%/40%
In Network Co-ins Max	N/A
True Out of Pocket (Family)	\$6,000 (\$12,000) – in network
Out Network Co-ins Max	\$10,000
Wellness	PPACA
Primary Care Physician Copay	\$40
Specialty Care Physician Copay	Deductible + Coinsurance
Drug Coverage	\$20/50/70
Value Formulary	No
Mail Order Rx	1x (100 days)
Inpatient Copay	Deductible + Coinsurance
ER Copay	Deductible + Coinsurance

Rates for Medical Plans

	H.S.A.		\$3,500 PPO Plan	
	Employee Portion of Premium	Tech Portion of Premium	Employee Portion of Premium	Tech Portion of Premium
\$0-\$25,000				
Employee Only	\$0.00	\$590.84	\$19.98	\$589.86
Employee & Spouse	\$453.00	\$693.39	\$504.40	\$678.87
Employee & Children	\$188.82	\$633.33	\$219.92	\$628.67
Employee & Family	\$578.06	\$810.71	\$671.40	\$762.11
\$25,000 to \$50,000				
Employee Only	\$26.00	\$564.84	\$38.96	\$570.88
Employee & Spouse	\$479.00	\$667.39	\$523.38	\$659.89
Employee & Children	\$214.82	\$607.33	\$238.90	\$609.69
Employee & Family	\$604.06	\$784.71	\$690.38	\$743.13
\$50,000				
Employee Only	\$52.00	\$538.84	\$74.25	\$535.59
Employee & Spouse	\$505.00	\$641.39	\$558.67	\$624.60
Employee & Children	\$240.82	\$581.33	\$274.19	\$574.40
Employee & Family	\$630.06	\$758.71	\$725.67	\$707.84

Reasons to consider contributing to a HSA or FSA

- Standard medical services such as office visits: Copayments, coinsurance and deductibles
- Prescriptions, over-the-counter medicines and health care products
- Preventive and restorative dental care as well as orthodontia for children and adults
- Eyeglasses, contact lenses and solutions, and laser eye surgery

HSA vs FSA

Health Savings Account (HSA)

- Can enroll if participating in the \$2700 HSA Plan
- 2019 Contribution Limits:
 - Individual Limit: \$3,500
 - Family Limit: \$7,000
- Your unused HSA account will roll over into the next plan year. There is no limit on the amount you can roll over.

Flexible Spending Account (FSA)

- Can enroll if you are participating in \$3500 PPO Plan
- 2019 Contribution Limit: \$2,700
- You can only rollover \$500 of unused funds into next plan year. Additional unused funds are forfeited.

Dental

The dental plan will remain the same in 2019. ATU has absorbed the 6.5% increase of the rates.

Deductible	\$50 individual
Co-insurance:	100% Preventative Services
	80% Basic Services
	50% Major Services
	50% Orthodontic Services

	Employee Premium	Tech Portion of Premium
Employee Only	\$0	\$27.08
Employee & Spouse	\$25.86	\$28.76
Employee & Children	\$22.36	\$28.54
Employee & Family	\$57.89	\$30.85

Vision

Co-pays	\$10 Exam/ \$15 Materials
Exam	Once every 12 months
Lenses or Contact Lenses	Once every 12 months
Frames	Once every 24 months

	Employee Premium
Employee Only	\$ 9
Employee & Spouse	\$16.67
Employee & Children	\$18.02
Employee & Family	\$25.67

Group Term Life

- Arkansas Tech offers Basic Life Insurance at 2 times your annual salary at a maximum of \$50,000 of coverage. This insurance includes both a group term life policy and an additional accidental death & dismemberment policy.
- New in 2019 – Age reduction will start at age 70 instead of age 65.

Voluntary Life

- In addition to the basic life insurance, if you are age 69 or younger you can elect voluntary life insurance in increments of \$10,000.
- During this enrollment period you can elect up to \$200,000 in life insurance without being subject to evidence of insurability through USAble.
- Coverage over \$200,000 up to \$300,000 will be subject to evidence of insurability.
- The guarantee issue for spouse life coverage remains at \$30,000. Any additional elected amounts will be subject to evidence of insurability.

Disability

- Disability (Short Term Disability or Long Term Disability) assists in replacing up to 60% of your earnings in the event that injury, illness or pregnancy prevents you from working.
 - **Short Term Disability (STD)** pays a benefit up to 60% of your basic weekly earnings to a maximum of \$1,250, per week, less offsets for other income.
 - **Long Term Disability (LTD)** pays a benefit up to 60% of your basic monthly earnings up to a maximum of \$7,500 per month, less offsets of other income.
- *New for 2019 – You can enroll without needing to complete Evidence of Insurability in the **Short Term AND/OR Long Term** disability plans; however, if you were previously declined due to medical determination then the declination will still stay in effect.*

Ancillary Plans

- **Accident Recovery** - provides comprehensive coverage for accidental injuries including hospitalization, rehab and physical therapy.
- **Hospital Recovery**—provides a lump sum hospital admission benefit that will immediately meet deductible or cover out of pocket costs.
- **Critical Care with Cancer** -Benefits are paid directly to you upon the qualified diagnosis of a covered critical illness or first diagnosis of cancer.
- If you are newly enrolling in Hospital Recovery or Critical Care with Cancer or if you choose to increase your coverage amount, you will be subject to evidence of insurability.

Supplemental Retirement Accounts

- Keep in mind that if you have a supplemental account with TIAA, you have an ability to make changes throughout the year. You do not have to wait for Open Enrollment to make changes to your withholdings.
- If you do not currently have a supplemental TIAA account, but would like to start contributing additional funds into your retirement then you'll need to follow two steps:
 - Complete an electronic enrollment with TIAA to setup your account.
 - Complete an deduction authorization form with HR.
- A supplemental account with TIAA has a maximum annual limit of **\$19,000** (*unless you are over 55 and then your maximum annual limit is **\$25,000***). These limits are set by the IRS each year.

Next Steps

- Open Enrollment is scheduled from November 5 to 16th
- HSA/FSA require active enrollments each year
- You can complete the election online using the BenefitFocus Portal similarly to 2018 Enrollments.
 - Updating dependents will require social security number & date of birth

Need assistance:

Monday*	November 5, 2018	Young Ballroom	8:30am – 4:30pm
Tuesday*	November 6, 2018	Ozark Campus	9:00am – 4:00pm
Wednesday	November 7, 2018	Young Ballroom	8:30am – 4:30pm
Thursday*	November 8, 2018	Doc Bryan 242	8:30am – 4:30pm
Friday	November 9, 2018	Doc Bryan 242	8:30am – 4:30pm
Monday	November 12, 2018	Doc Bryan 242	8:30am – 4:30pm
Tuesday	November 13, 2018	Doc Bryan 242	8:30am – 4:30pm
Wednesday*	November 14, 2018	Doc Bryan 242	8:30am – 4:30pm
Thursday	November 15, 2018	Facilities Management	9:00am – 4:00pm
Friday	November 16, 2018	Doc Bryan 242	8:30am – 4:30pm

*Notes when Blue Cross Blue Shield, DataPath, and US Able will be Onsite to answer questions regarding their plans