

Human Resources Presentation

BAAF Meeting

October 25, 2011

Benefits Eligibility Change

- Effective January 1, 2012, must work 30 hours or more (75% time) per week in a regular position to be eligible for health and welfare benefits

Health & Welfare benefits impacted by BOR change (available to regular employees working at least 75% time)	Other benefits NOT impacted by BOR change (provided to regular employees working at least 50% time)
Health insurance	Retirement
Dental insurance	Annual leave
Life insurance	Sick leave
Optional life insurance	
Flexible Spending Account	
Long term disability insurance	
Short-term disability insurance	
Accidental death & dismemberment insurance	
Cancer insurance	
Personal accident insurance	
Critical illness insurance	

Open enrollment changes

- Open enrollment is now through November 18th
- Four 2012 health plans:
 - Open Access POS plan (identical coverage to 2011 PPO)
 - HSA Open Access POS plan (identical coverage to 2011 HSA/PPO)
 - BlueChoice HMO (no new 2012 enrollments)
 - Kaiser HMO (no new 2012 enrollments)
- New network for Open Access POS and HSA Open Access POS (94% of current PPO and HSA/PPO providers)
- Consumer choice option plans eliminated
- HSA seed changed to a “match” if enrolled in HSA Open Access POS:
 - Match up to \$375 – individual coverage (\$3,100 maximum annual contribution)
 - Match up to \$750 – employee + child, employee + spouse, or family coverage (\$6,250 maximum annual contribution)
 - Employees age 55 and older may contribute extra \$1,000 per year

Open enrollment changes

- Medco (Open Access POS plan only) quarterly out-of-pocket maximums changed to annual out-of-pocket maximums (generic & preferred brands only)
 - **Employee only: \$1,000 (2011 - \$1800)**
 - **Employee + spouse (or + child): \$2,000 (2011 - \$3600)**
 - **Family: \$3,000 (2011 - \$5400)**
- New Cigna Short-term disability
- Open enrollment for Long-term will no health statement
- Dental plan allowing enrollment and no premium increases
- Two ways to enroll in Flexible Spending accounts
 - HealthHub web site
 - MyBenefits@UGA system

MyBenefits@UGA system

- MyBenefits@UGA has passive enrollment – if employee does nothing during open enrollment, benefits rollover to 2012 – except FSAs – must enroll every year to participate
- What happens to my health plan with passive enrollment?

2011 Health Plan	AUTOMATIC MOVE (If you make no election during open enrollment)
PPO	Open Access POS
PPO Consumer Choice	Open Access POS
PPO Alternative Network	Open Access POS
PPO Alternative Network Consumer Choice	Open Access POS
HSA/PPO (high deductible)	HSA Open Access POS
HSA/PPO (high deductible) Consumer Choice	HSA Open Access POS
HSA/PPO (high deductible) Alternative Network	HSA Open Access POS
HSA/PPO (high deductible) Alternative Network Consumer Choice	HSA Open Access POS
Blue Choice HMO	Blue Choice HMO
Blue Choice HMO Consumer Choice	Blue Choice HMO
Kaiser Permanente HMO	Kaiser Permanente HMO
Kaiser Permanente HMO Consumer Choice	Kaiser Permanente HMO

MyBenefits@UGA system

- MyBenefits sends an email once you have completed open enrollment changes
- If you make a mistake or you change your mind, you may go into MyBenefits@UGA as many times as you want during open enrollment
- Must use Internet Explorer
- Demo

<http://uga.enrolldirector.com>

Ethics Refresher Training

- BOR mandates annual refresher training for all employees on payroll
- Waiting for new module to be sent to us
- As before, the Ethics Training Module for new hires and existing employees will be completed in e-Learning Commons.
- It will also include a requirement to review/read the revised UGA NDAH Policy and have an attestation box to be affirmatively checked indicating the employee has read the policy
- Start date and completion date for refresher training is to be determined
- HR partners in units have been trained in how to access their employees and check on status of completion of the refresher training

Graduate Student Health Insurance

- No longer a Board of Regents plan
- New provider – GM Southwest
- 2012 fall enrollment – approximately 3000
- Better coverage for \$7.00 more per year than current BOR plan
 - No pre-existing condition clause
 - \$300 wellness benefit
 - \$50 Vision benefit
 - \$1600 prescription coverage at UHC, \$1500 outside UHC pharmacy, zero co-pay for generics at UHC
 - Out of pocket maximum decreased to \$4500 for student
 - Psychotherapy/Alcoholism and Substance abuse at UHC – 100% with no co-payments at CAPS (30 visit limit)
 - Child Wellness up to 12 months included in new plan at no additional charge
 - Needle Stick/Blood & Body fluid and Infectious Disease exposure included in plan at no additional cost
 - Major medical Buy-Up for students only - \$250,000 for \$275/yr
- Working on process alignment with GMSouthwest

Questions

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