



THE UNIVERSITY OF  
ALABAMA IN HUNTSVILLE

# 2019 Open Enrollment Overview

# What is New for 2019

- Two New Programs:
  - 1) High Deductible Health Plan (HDHP)
  - 2) Health Savings Account (HSA) & Limited Purpose FSA
- Active Open Enrollment
  - In prior years we had a passive enrollment and your insurance elections carried over into the following year. However this year you will need to actively select your health, dental, vision & spending accounts during Open Enrollment or you will have no coverage in 2019!

# Comparison in PPO vs. HDHP

| Health Plan                                      | PPO  | HDHP   |
|--|--|--|
|  | Preferred Provider Organization  | High Deductible Health Plan  |
| <b>Premiums</b>                                  | Higher   | Lower  |
| <b>Deductibles</b>                               | Lower  | Higher   |
| <b>Member Cost Share after deductible is met</b> | Copayments + Coinsurance   | <b>Coinsurance Only (20%)</b>  |
| <b>Annual Deductible</b>                         | Medical \$150<br>Pharmacy \$150<br>(Per Person)                                  | <b>Single \$1,400<br/>Family \$2,800<br/>(Aggregate)</b>                           |
| <b>Out of Pocket Maximum</b>                     | Single \$2,500<br>Family \$7,150<br><i>Applies to both medical and pharmacy</i>  | <b>Single \$3,000<br/>Family \$6,000</b><br><i>Applies to all medical services</i> |
| <b>Tax-Favored Accounts</b>                      | Healthcare FSA   | <b>Health Savings Account (HSA) &amp; Limited Purpose FSA</b>                      |
| <b>Third Party Administrator</b>                 | <b>Both plans are administered by Blue Cross &amp; Blue Shield of Alabama.</b>   |  |
| <b>Network Access</b>                            | <b>Both plans have the same network access and provider discounts.</b>           |  |
| <b>Preventive Services</b>                       | <b>Both plans cover FREE preventive services at no cost share to the member.</b> |  |

# Premium Comparison

| Single Coverage              | PPO Employee Cost | HDHP Employee Cost |
|------------------------------|-------------------|--------------------|
| Salary \$36,500 or less      | \$ 33.50          | \$30.00            |
| Salary \$36,501 - \$62,500   | \$ 44.00          |                    |
| Salary \$62, 501 - \$104,000 | \$ 51.75          |                    |
| Salary over \$104,000        | \$ 55.25          |                    |
| Employee + Dep Children      | PPO Employee Cost | HDHP Employee Cost |
| Salary \$36,500 or less      | \$ 76.00          | \$100.00           |
| Salary \$36,501 - \$62,500   | \$150.00          |                    |
| Salary \$62, 501 - \$104,000 | \$194.50          |                    |
| Salary over \$104,000        | \$220.00          |                    |
| Family Coverage              | PPO Employee Cost | HDHP Employee Cost |
| Salary \$36,500 or less      | \$ 91.25          | \$150.00           |
| Salary \$36,501 - \$62,500   | \$197.75          |                    |
| Salary \$62, 501 - \$104,000 | \$266.00          |                    |
| Salary over \$104,000        | \$288.75          |                    |

# Differences in FSA vs. HSA

| Tax-Favored Accounts        | FSA  | HSA   |
|-----------------------------|--|---|
|                             | Health Care Flexible Spending Account  | Health Savings Account                              |
| <b>Required Insurance</b>   | Traditional plan   | <b>Enrolled in High Deductible Health Plan</b>      |
| <b>Account Type</b>         | Spending   | <b>Saving</b>                                       |
| <b>Contribution Limits</b>  | \$2,650<br>Regardless of single/family coverage  | <b>Single \$3,500<br/>Family \$7,000</b>            |
| <b>Access to Funds</b>      | Up to annual election amount   | <b>Funds must be available in account</b>           |
| <b>Contributions</b>        | Employee Only  | <b>Employer + Employee</b>                          |
| <b>Investments of funds</b> | No   | <b>Yes<br/>when account balance reaches \$1,000</b> |
| <b>Carry-over of Funds</b>  | Up to \$500 can be carried over into the next plan year; if you elect to participate * | <b>Yes, funds belong to the employee</b>            |
| <b>Portable</b>             | No   | <b>Yes **</b>                                       |
| <b>Debit Card Available</b> | Yes  | <b>Yes</b>  |
| <b>Substantiation</b>       | Yes  | <b>No</b>   |

\* Offering a Limited Purpose FSA in 2019 to pay for dental & vision expenses and allow for carry-over of FSA monies

\*\* When no longer employed there is an account maintenance fee for maintaining the account

# Health Savings Account (HSA)

- Tax-favored savings account for “[qualified medical expenses](#),” administered by PayFlex. Offers Triple Tax Savings:
  1. Pre-tax payroll contributions from employee & employer.
  2. Earnings accumulate tax free, if invested.
  3. Tax free distributions if used for qualified medical expenses.
- Unlike the FSA, you can change this deduction throughout the year and contribute up to the “annual limits.
- Faculty & Staff Clinic Services charges will change
- **UAH will contribute to your HSA if you enroll and open an account**

| Tier                    | UAH Contribution |
|-------------------------|------------------|
| Employee Only           | \$400            |
| Family without a Spouse | \$800            |
| Family with a Spouse    | \$800            |

## Health Savings Account (HSA) Eligibility

- You must be covered by UAH's qualifying HDHP.
- You cannot also be covered by a non-HDHP plan.
  - ✓ *Example:* You cannot be covered secondary on a spouse's PPO plan.
  - ✓ *Example:* You cannot be enrolled in Medicare.
- You cannot be listed as a dependent on another person's tax return.
  - ✓ IRS considers child dependents up to **age 24** if full-time student, but ACA allows children to remain on a parent's plan until **age 26**.
- You or your spouse cannot be enrolled in an FSA.
- You cannot use HSA funds to pay for medical care received *before* the account is open. HSA funds can only pay for qualified medical expenses incurred **AFTER** the HSA account is established.

# Open Enrollment

## October 15 – November 2

- Use HR Connection to make elections
    - Medical, Dental & Vision
    - Life Insurance – Designate your Beneficiaries!
    - FSA – HSA – Limited Purpose FSA
    - Short-Term Disability\*
    - Voluntary Term Life Insurance \*
    - Once Enrollment is Complete you will receive a confirmation email
- \* Requires evidence of insurability*

- Dental and Vision plans remain the same
- Pharmacy Benefit Manager (PBM) changing from OptumRx to Prime Therapeutics (Blue Cross/Blue Shield)
- You will receive new enrollment cards from Blue Cross/Blue Shield



# Resources

- **Open Enrollment Website: *Ready, Set, Elect* coming soon**
  - Plan Summaries
  - Premium Rates
  - FAQ documents
- **Offer Decision Support Tool – My Clearview**
  - Web based tool that ask questions to help determine the plan that is the best value for you and your family
  - Sample [Video](#):
- **Blue Cross/Blue Shield: Treatment Cost Estimator**  
(log-in myBlue Cross under Manage My Health)
- **Multiple forms of Communication**
  - Departmental Meetings in September
  - Campus Email Address
  - Post-Card Mailed to Home & Campus Address
  - Phone Calls to those that have not responded

## Change in Open Enrollment

Remember to respond...  
Active Open Enrollment!  
October 15 – November 2, 2018

If you do not actively enroll in health, dental, vision & FSA benefits, then  
you will have **NO COVERAGE in 2019.**

## Reminders

- **Charger Fit**

- Deadline is October 31<sup>st</sup> to complete criteria for \$75 reward
- Cutest Pet Photo Contest: Submit photos by September 23<sup>rd</sup>



- **Teladoc**

- When you can't see your PCP and not an emergency situation
- When traveling or contagious

- **Follow us on Facebook:** UAH Human Resources & UAHChargerFit

