

# GEORGE FOX EMPLOYEE BENEFIT NEWS

## OPEN ENROLLMENT EDITION

### Annual Open Enrollment: February 16 – March 16

During this time, you can make changes in your benefit plans without a “change in status” reason. Any other time of the year you may only make changes for reasons such as adding or losing a dependent child, marriage, divorce, loss of other coverage, etc. **Changes made during Open Enrollment will take effect April 1, 2015, so please review your benefits now.**

**Your Online Connection:** Follow [this link](#) to the HR / Benefits web page to download forms and get more information: <http://www.georgefox.edu/offices/hr/EmployeeBenefits/beneforms.html>

### During Open Enrollment

- *Whether or not you make any changes to your benefit plans, **you need to complete the “Open Enrollment Election Form” coming soon to your campus box.***
- It is a good idea to review your current benefit selections and coverage. This is your annual opportunity to add coverage, add dependents, change plans, drop coverage or drop dependents. Please be sure to also read the information below about changes to the medical plans and the amount of premium increases or, in the case of Kaiser medical, decreases.
- If you decide to add coverage or make any changes to your current coverage, you will need to complete the appropriate enrollment forms (available on the HR website) and return them to HR **by Monday, March 16<sup>th</sup>**. We also have full packets of plan information available—please request by e-mail to [hr@georgefox.edu](mailto:hr@georgefox.edu) and we will send you one in campus mail.

### 2015-16 Premiums and Changes to Medical Plans

**Kaiser Permanente HMO:** Thanks to claims trending significantly lower over the past year, premiums are DECREASING by 5.4 %. Changes to the Kaiser plan are minimal and were made by Kaiser to this standard plan. They are:

- Most copays will apply to the out-of-pocket maximum, including prescription copays. This change is a result of healthcare reform.
- The Emergency Room copay increased from \$100 to \$200.
- A third tier was added to the prescription copay. It is now \$15/\$30/\$50 (generic/brand name/specialty). Previously, drugs that are now categorized as “specialty” or non-formulary were either included with brand name drugs or excluded from the plan.

**Pioneer Educators Health Trust PPO (Regence is Administrator):** Claims have trended much higher this past year, both in number and in the amounts of the claims. In fact, it has been our most challenging claims year in our 12-year history. This is a radical reversal of the trend we experienced in the previous two years that resulted in last year’s premium decrease of 5.8% and a premium holiday in July. (Combined, these netted a 14.1% DECREASE in premium costs for the 14-15 plan year.) As a result of our high claims experience, medical premiums are increasing by 12.66% for the 15-16 plan year. In addition, the trustees approved three changes to the plan design to reduce the likelihood of such high claims experience in the future and to mitigate the amount of this year’s increase -- initially quoted at 17%. Changes are effective 4/1/15:

- In network deductible increase from \$250 to \$500 per individual and from \$750 to \$1500 per family and the out of network from \$500 to \$1,000
- Out of Pocket Maximum for participating providers increase from \$2,250 per individual and \$6,750 per family to \$3,500 (including deductible) per individual and \$10,500 per family.

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As a result of healthcare reform, the deductible, most copays, including prescriptions, and most coinsurance will apply to the OOP Max. This change will offset some of the impact of the higher OOP Max.

- The Emergency Room copay increase from \$150 and then 20% to \$250 and then 20%.

Please refer to the summary of benefits on the Benefits web page for information about other changes to the plan, including those required by the Affordable Care Act.

### **2015-16 Premiums and Changes to Dental Plans**

#### **1. Pioneer Educators Health Trust Plan (Regence is Administrator): Premiums increased 2.4%**

See summary of benefits on Benefits web page.

#### **2. Kaiser Permanente Dental HMO: Premiums increased 1.2%**

See summary of benefits on the Benefits web page.

### **Flexible Spending Account**

*Note: You MUST re-enroll for this benefit each year, including the debit card if desired.*

- You can set aside a maximum of \$2,550, pre-tax, to pay for eligible out-of-pocket health care expenses. This allows you to pay for these expenses from an account exempt from Federal, State and Social Security taxes—**often the tax savings can be 30% or more.**
- You can also set aside up to \$5,000 in a separate account for eligible dependent care expenses.
- This is a “**use it or lose it**” benefit—you must incur eligible expenses to claim these funds. Excess funds are forfeited per IRS regulations.
- There will be no grace period for the 2014-15 plan year and going forward. Instead, if you have not spent all funds by 3/31, you may roll up to \$500 into the new plan year and take a full 12 months to spend it, as long as you remain employed. This applies to medical FSAs only.
- There will no longer be a grace period for dependent care expenses (all dependent care dollars must be spent by 3/31 each year, with receipts submitted by 6/30).
- The debit card feature allows you to pay for health care expenses directly from your flex account, but you will still need to save receipts. The debit card does not access grace period funds.
- If you currently have a debit card with a future expiration date, **DO NOT DESTROY IT**; it will be renewed with your new balance on 4/1/15 unless you stop it.
- If you now have direct deposit for your flexible spending account reimbursements, it will be active in the new plan year unless you stop it. Direct deposit enrollment forms are available on the [benefits web page](#).

### **Enclosures:**

- Your personal 2015-16 Enrollment Election Form – **All employees must return this form.**
- Pioneer / Kaiser Medical Plan Comparison with 2015-16 Premiums on reverse
- Flexible Spending Account enrollment form

We **welcome** your questions by phone, e-mail, or an in-person visit. Let us know how we can help as you consider changes in your benefit plans. Contact Darby Thiessen: 503-554-2188 or [dthiessen@georgefox.edu](mailto:dthiessen@georgefox.edu)