Annual Enrollment Highlights

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Annual Enrollment Overview

- Reminders
- Plan design/benefit changes
- Premium rates
- Employer contribution
- iBenefits
- New/enhanced benefit programs
Reminders

- AE runs during entire month of July
- Conducted through iBenefits
- Email notification
- Current benefit selections carry forward
  - Exception - flexible spending account (FSA)
Plan Design/Benefit Changes

- Rx Copayments and Deductibles included in maximum out-of-pocket
  - A&M Care Plans
  - Graduate Plan
- Healthcare FSA limit raised to $2,550
- Dependent children covered until age 26 on all plans, including optional coverages
Premium Rates

- Overall healthcare cost continues to rise (utilization, medical trend, Rx)
- State funding absorbed the majority of premium increase
- Funding formula prevents an “across the board” increase
## Employer Contribution

<table>
<thead>
<tr>
<th></th>
<th>FY2016 SGIP</th>
<th>FY2015 SGIP</th>
<th>Difference</th>
<th>% Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Only</strong></td>
<td>$547.71</td>
<td>$507.38</td>
<td>$40.33</td>
<td>7.95%</td>
</tr>
<tr>
<td><strong>Employee + Spouse</strong></td>
<td>$818.94</td>
<td>$758.84</td>
<td>$60.10</td>
<td>7.92%</td>
</tr>
<tr>
<td><strong>Employee + Child(ren)</strong></td>
<td>$737.58</td>
<td>$683.41</td>
<td>$54.17</td>
<td>7.93%</td>
</tr>
<tr>
<td><strong>Employee + Family</strong></td>
<td>$927.42</td>
<td>$859.42</td>
<td>$68.00</td>
<td>7.91%</td>
</tr>
</tbody>
</table>
iBenefits

- Wellness Exam Credit
- New Dependents
  - Social Security Number required
  - Appropriate dependent verification documents required
- Reminder messages
New Benefit – 2nd.MD

- Available to A&M Care members
- No cost to employee
- Voluntary and confidential
- Second opinion service
  - No travel needed
  - No additional copay
  - Medical review by renowned specialist
New contract with Daryl Flood
Services include

- Moving assistance
- Realtor and mortgage assistance
- Automobile transport
- Destination services
- And more
SEBAC Representative-elect

Jane Schneider, Associate Vice President for Facilities and Operations, Division of Finance and Administration

Effective 9/1/2015 – 8/31/2017
Final Thoughts

- Share AE information
- Encourage attendance at Benefits Fair
  - July 9 and 10 in GSC, 101A (10am-2pm)
- Remind employees AE closes July 31
- Refer employees to Benefit Services for assistance

**WE’RE HERE FOR YOU!**

http://employees.tamu.edu/benefits/annual-enrollment/
HR Liaison Network

HUMAN RESOURCES LIAISON NETWORK FY2015

We're here for you!