

Open Enrollment, FY17 Changes & VEBA Opt-Out

UNM HR Benefits



Open Enrollment & VEBA Opt-Out Timeline

Wednesday, April 27 – Friday, May 13

- *Annual period to make enrollment add/drop changes to:*
 - Medical, Dental, and Vision coverage
 - Life and Disability insurance coverage
 - Option to Increase Coverage – Certain provisions offered with a guaranteed issue when not previously declined

- *Annual period to opt-out of VEBA*
 - Must be currently participating and in a benefits-eligible position
 - Opting out relinquishes access to UNM's post-retirement health benefits and forfeits applicable grandfathered service credits

**Enrollment changes and VEBA opt-outs
will be effective July 1, 2016**

Fiscal Year 2017 Changes

Open Enrollment Changes Effective July 1, 2016:

○ Medical/Prescription Drug Plan

- In-Network Out-of-Pocket Maximum:
 - \$3,000 Individual/ \$6,000 Family
- No changes to Generic, Specialty Drugs or Diabetic Drugs and Diabetic Supplies
- 25% Coinsurance will apply to:
 - **Preferred Brand**, 30-Day Supply
 - Min to Max: \$35 to \$70
 - **Non-Preferred Brand**, 30-Day Supply
 - Min to Max: \$55 to \$110

Fiscal Year 2017 Changes Cont'd

Open Enrollment Changes Effective July 1, 2016:

○ Medical/Prescription Drug Plan Cont'd

- For Brand Drugs, 90-Day Supply Retail Pharmacy/Mail Order will change to 2.5x copay (up from 2x)
 - 25% Coinsurance will apply to Retail/Mail Order:
 - **Preferred Brand 31-90 day supply**
 - Min to Max: \$87.50 to \$175
 - **Non-Preferred Brand 31-90 day supply**
 - Min to Max: \$137.50 to \$275
- New! Express Scripts online tool to price your drug costs with the July 1, 2016 changes.

Fiscal Year 2017 Changes Cont'd

Open Enrollment Changes Effective July 1, 2016:

- Active Employee Medical/Prescription Drug Plan Rates Increase
 - Overall average 4.8% premium increase, premiums vary by the three medical coverage options, FTE, and Salary:
 - BCBS of NM
 - Presbyterian
 - UNM Health

Open Enrollment/VEBA Opt-Out Process

- **Medical/Dental/Vision Enrollment (LoboWeb)**
 - Complete enrollment changes
 - Print confirmation and retain for records
- **Life/Disability/AD&D enrollment/changes**
 - The Standard Enrollment Site
- **VEBA Opt-Out (LoboWeb)**
 - Print confirmation and retain for records

Open Enrollment/VEBA Opt-Out Resources

- **Human Resources Website:** <https://hr.unm.edu/>
- **Open Enrollment/VEBA Opt-Out information**
 - List of Onsite Vendor Fair Sessions
 - Detailed plan information
 - Contact information
- **Enrollment Technical Assistance**
 - HR Service Center
 - Technical Assistance Sessions
- **Open Enrollment Checklist Handout**

Additional Fiscal Year 2017 Changes

July 1, 2016 Changes not related to Open Enrollment:

- NEW! Onsite Preventive Health Checkups Incentive Program
 - Requires participation in a UNM Medical plan during the screening period and at the time of premium reduction
 - Participating employees receive a one-time \$200 premium reduction (*may be spread over multiple pay periods depending on an individual's premium amount*)
 - Applies to Active Employees only
 - Employee Health Promotion (EHP) will send out communications with more detail in May/June

Fiscal Year 2017 Changes Cont'd

July 1, 2016 Changes not related to Open Enrollment (cont'd):

- *15-Day Benefit Eligibility Wait Period Elimination*
 - As of July 1, those hired into a newly benefits-eligible position may submit enrollment as early as their hire date
 - The 31-day enrollment period will increase to 60 days for New Hires and Qualifying Life Events (*Enrollment period starts on hire or event date*)
 - Applies to enrollment in eligible Health, FSA, Life/Disability benefits
 - Benefit coverage will continue to go into effect the first of the month following receipt of enrollment
 - For those hired June 30, 2016 and prior, the 15-Day Benefit Eligibility Wait Period will apply

Fiscal Year 2017 Changes Cont'd

July 1, 2016 Changes not related to Open Enrollment (cont'd):

○ Long-Term Care

- Employer sponsored benefit is changing to a 100% voluntary benefit
- Currently, UNM provides employees a base benefit of \$2,000 per month for three years to all full-time benefits-eligible employees after one year of employment
- More details on this transition coming soon

○ VEBA contribution increase deferred for FY17

- Contributions will remain at:
 - $\frac{3}{4}\%$ Employee
 - $\frac{3}{4}\%$ UNM

Fiscal Year 2017 Changes Cont'd

Proposed Effective July 1, 2016:

To ensure compliance with federal regulations, the following temporary changes in eligibility for Benefit Plans are effective from July 1, 2016 to June 30, 2017

The Division of Human Resources will determine if the changes will be adopted on a permanent basis.

Benefits-Eligibility Updates to two polices:

- [UAP Policy 3600](#): Eligibility for Employee, Retiree, and Dependent Benefit Plans
- [UAP Policy 3700](#): Education Benefits
 - Temporary staff employees who have an appointment percent of 75% or greater and have a minimum three (3) month appointment
 - Adjunct faculty who have an appointment percent of 75% or greater and have a minimum three (3) month contract
 - Paid Leave of any type is not an included Benefit for these two new employee types

Contact/Questions

UNM HR Benefits

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