

Andrews  University

Seek Knowledge. Affirm Faith. Change the World.

**Employee Benefits**  
**Open Enrollment 2017**

# Healthcare Trends

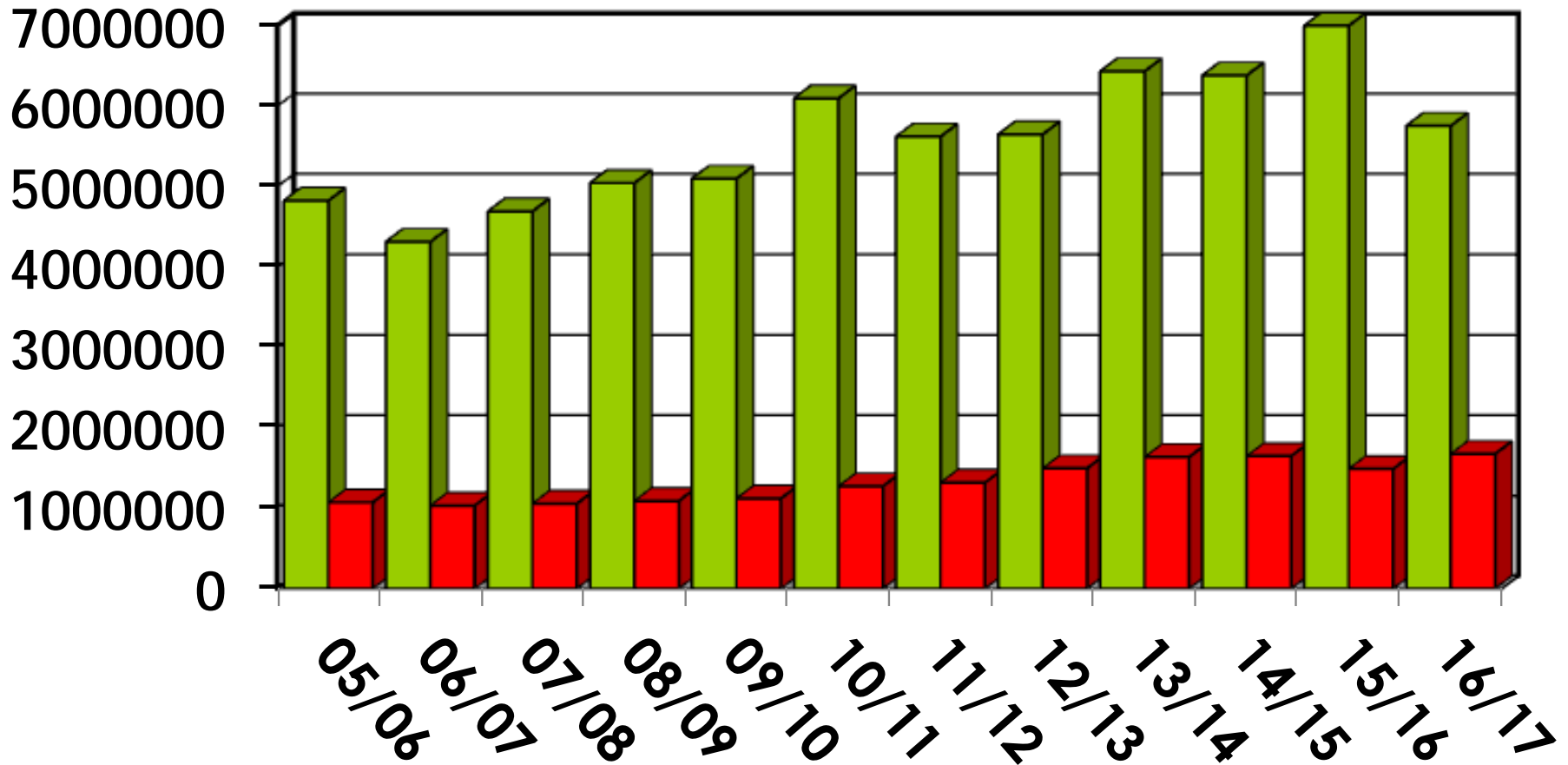




# 2016 Healthcare Trends

- Medical premiums
  - Double digit increases in the 1990s
  - High single digit increases in the 2000s
  - Mid single digit increases since 2010
  - **Andrews has experienced an average 3% trend over the past 11 years!!!!**
- Deductibles
  - Average participant deductible for single coverage / **\$1,478**
    - Increased 3 times faster than premiums
    - 7 times faster than wages

# PLAN YEAR COSTS



Includes Medical, RX, Vision & Dental

2016/2017 estimated

# Plan Changes For 2017/2018!!

- **No changes to:**
  - Deductibles
  - Co-insurance percentages
  - Office visit co-pay
  - Prescription co-pays
  - Dental/Vision employee contributions
- New requirements to receive the maximum *Live Wholly* discount
- Changes to our prescription network!
- New Telemedicine benefit!
- Increased dental benefit to \$1,100/member/plan year!
  - Added a \$25/\$75 deductible on type 2 and 3 services

BENEFITS





*Live Wholly*

# *Live Wholly*

“Wellness is an active process of optimizing every aspect of our multidimensional self to harmoniously reflect the image of our Creator”

- Physical
- Spiritual
- Mental
- Relational
- Professional



# *Live Wholly*

Web-based E-Wellness platform that provides:

- Fitness challenges
- Online education
- Exercise and nutrition tracking
- Social features
- [www.andrews.edu/wellness](http://www.andrews.edu/wellness)





# *Live Wholly* Contribution Discount!!!

You will receive a discount when you (participating employee) do the following:

1. **February** – Must have completed the health survey on the fit-thumb e-wellness platform
  - You will be able to verify when you enroll
2. **March** - Attend a town hall meeting



*Live Wholly* and AHDI



**Working Together**



# Health Care Navigator



- Our benefits include the services of a Health Engagement Program through AHDI
  - Provides a health advocate for individuals in our group who have been diagnosed with a chronic condition

If you qualify for this program you will:

- Receive an introductory letter and/or a phone call about your chronic condition(s) to provide:
  - Information about your condition(s) and the standards of recommended minimum medical services
  - List of telephone numbers, websites, and other sources of educational materials relating to your condition(s)

# Chronic Medical Conditions

- Asthma
- Coronary Artery Disease
- Depression
- Diabetes/Pre-Diabetes
- Epilepsy
- High Blood Pressure
- High Cholesterol
- Hyperthyroidism
- Multiple Sclerosis
- Hypothyroidism
- Parkinson's Disease
- Rheumatoid Arthritis
- Sleep Apnea
- Ulcerative Colitis
- And More.....



# Healthcare Benefits

*Effective  
July 1, 2017*

**BENEFITS**



| Plan                | Premier Plan    | Standard Plan    | QHDHP           |
|---------------------|-----------------|------------------|-----------------|
| Deductible          | \$500/\$1,000   | \$650/\$1,300    | \$1,450/\$2,900 |
| Co-Insurance        | 90%             | 80%              | 80%             |
| True Max OOP        | \$4,350/\$8,700 | \$5,350/\$10,700 | \$3,250/\$6,500 |
| Office Visit Co-Pay | \$20            | \$30             | Ded, 80/20      |

| Plan                                 | Premier Plan | Standard Plan | QHDHP      |
|--------------------------------------|--------------|---------------|------------|
| Generic<br>(Preferred/non-preferred) | \$10 / \$20  | \$10 / \$20   | Ded, 80/20 |
| Brand<br>(Preferred/non-preferred)   | \$50 / \$70  | \$60 / \$80   | Ded, 80/20 |
| Specialty                            | \$150        | \$200         | Ded, 80/20 |
| Mail-Order                           | 2.5 X Retail | 2.5 X Retail  | Ded, 80/20 |

# Drug Formulary


- What is a drug formulary??
  - A list of generic and brand name drugs identified as “preferred” based on overall value (effectiveness, outcomes, cost, etc.)
  - Tiers:
    1. Generic Preferred
    2. Generic Non-preferred
    3. Brand Preferred
    4. Brand Non-Preferred
    5. Specialty drugs







# Drug Formulary

- Developed by Navitus and ASR Health Benefits to offer
    - The maximum drug choices
    - Highest value in efficacy
  - Constantly under review
    - May change quarterly
    - Members will notified prior to changes
  - Our goal is
    - **No Surprises!!!**
    - Facilitate the **best outcomes** possible for our members
- 

# Prescription Drug Network



- Developed by Navitus to maximize effective prescription pricing
  - **Excludes**
    - CVS, Walmart, Kroger, Winn Dixie and a handful of other non-local pharmacies
    - **Great news – Sam's Club will still be in-network!**



# Other plan design changes

Services that will be treated as any other service/illness effective 7/1/17:

- Chiropractic care, allergy testing, ER care (non-hospital charges) and TMJ
- Diagnostic X-Rays and Labs
  - Co-insurance will apply

# QHDHP/HSA



- Employee must be enrolled in a QHDHP

**Note: QHDHP is not a “qualified RX plan” for purposes of Medicare Part D**

- Family deductible
  - One deductible covers all members of a family and must be met before the plan pays
- All services must apply to annual deductible prior to insurance payments (preventive benefits paid at 100% on all plan options)
- 2017 Healthcare Savings Account maximum contribution: **\$3,400/\$6,750**
  - Funds can roll-over year-to-year and earn interest

# NEW Telemedicine Benefit!!!!



# Telemedicine

- ▶ Coverage for healthcare on your phone, computer or tablet allows for 24/7 access to healthcare services
- ▶ Great for when:
  - Your doctors office is closed
  - You feel too sick to leave the house
  - You need care for your children
  - You are traveling
- ▶ Seek treatment for common conditions/concerns:
  - Cough, cold, allergy, flu, sinusitis, migraines, sore throat, fever, ear pain, UTIs, burns, rashes, prescription refills and more!
- ▶ Covered just like an office visit
  - ▶ **Check with your physician to see if they provide this service!!!**

# Reminders



- ▶ A covered person must call ASR Health Management (# on the front of the ID card) before/for the following services:
  - Hospital admission
  - Therapies
    - Physical, Occupational, Speech, Chemotherapy, & Radiation
  - Rental or purchase of Durable Medical Equipment
  - Home Health Care
  - Purchase of a custom-made orthotic or prosthetic
- ▶ **When in doubt – make the call!!!**



# 2017/2018 Employee Contributions





# 2017/18 Med/RX Employee Contributions

| Employee Contribution  | Premier             | Standard            | QHDHP              |
|------------------------|---------------------|---------------------|--------------------|
| Employee Only          | <b>\$96</b> /\$194  | <b>\$67</b> /\$165  | <b>\$27</b> /\$50  |
| Employee + One         | <b>\$143</b> /\$241 | <b>\$102</b> /\$200 | <b>\$46</b> /\$144 |
| Employee + Two or More | <b>\$190</b> /\$288 | <b>\$135</b> /\$233 | <b>\$58</b> /\$156 |

**The Bolded number indicates wellness requirements have been met**

Bi-Weekly deductions (24)

# 2017/18 Med/RX Employee Contributions

- In bswift the employee contributions will show as follows:
  - Health election premium
    - Full price (not discounted)
  - Credit/discount per pay
    - Discounted amount
  - Example: Premier Family (Emp + 2 or more)
    - Full price - \$288
    - Credit/Discount - \$98
      - **Net Premiums per pay \$190**

# Auto Related Claims

- Not covered under our plan in the case of Michigan No-Fault
  - 1<sup>st</sup> dollar coverage
  - Unlimited for life
- Pay secondary in other states



# Motorcycle Related Claims

- Our medical plan will exclude the first \$20,000 in eligible charges related to a motorcycle injury
  - Per covered person/accident
  - If the covered person was the operator
- Please be sure to purchase a motorcycle medical insurance policy to avoid paying the first \$20,000 in Medical claims.



# Dental And Vision

- Combined Benefit
- Contribution per pay
  - Single - \$14
  - 2 Person - \$28
  - Family - \$40



# Dental & Vision Benefits



## Dental Benefit

- 100%/75%/75%/50%
- **\$1,100/member/plan year max**
- \$1,760 Ortho max lifetime benefit
- **Deductible of \$25/member up to \$75/family on non-preventive services**

## Vision Benefit

- \$15 Co-pay for routine exams
- 100% - \$250/participant/plan year



We will all be receiving new ID card post-open enrollment with de-identified ID numbers





# Global Healthcare



- What do I need to know?
  - Approval/coordination from Akeso Care Management required
  - Initial diagnosis should be provided by an in-network provider here in the states
  - Must be a good candidate for travel
  - Typically non-emergent care
  - Follow-up care should also be provided by an in-network provider here in the states
  - Services must meet the cost effective threshold
  - \$7,000 payment to employee (taxable)





# Flexible Spending Accounts



# Flexible Spending Account (FSA)

- Voluntary Pre-tax deduction
  - Healthcare Reimbursement
  - **\$2,600 maximum per employee**
  - Daycare Reimbursement
  - **\$5,000 maximum per household**
- ASR Administered
  - FSA Debit Card
- Determine your plan year contributions
- FSA Contributions are payroll deducted
- IRS requires a proof of expense
- “Post Deductible” medical expenses for HSA participants only
  - Dental, vision, hearing, etc.

**KNOW THE RULES!**



# FSA IRS Regulations

- OTCs only reimbursable with a prescription
- Participant Elections
- No change until next open enrollment or change in status
- “Use-it-or-lose-it” rule
- Careful planning – review prior & expected expenses
- Health Care FSA – advance reimbursement
- Dependent Care FSA – no advance reimbursement
- **You must re-enroll every year**





# OUR PARTNER FOR LIFE AND DISABILITY



# Life And Disability

- Life
  - Employee - \$100,000
  - Spouse - \$50,000
  - Dependents - \$10,000
- Long Term Disability
  - 66 2/3% - \$6,000
  - 90 Day elimination period
- Provided by AU

# Supplemental Life Insurance



- **Employee**
  - \$10K Increments to \$750,000 not to exceed 7 X annual income
- **Spouse**
  - \$5K Increments up to \$250,000 not to exceed 100% of employee election
- **Dependent Children**
  - \$5,000 increments not to exceed \$25,000







## Supplemental Life Guarantee Issue

- Employee Guarantee Issue:
  - \$250,000 (or 3X earnings) for all employees
  - If you currently have elected at least \$10K in coverage, you will not be subject to evidence of insurability for additional coverage up to \$250,000
- Additional coverage on your Spouse:
  - \$50,000



- Value-added services
  - Travel Assistance
  - Employee Assistance Program
    - Brochures available!!!





Voluntary Disability  
Voluntary Critical Illness  
Voluntary Accident Plan  
Whole Life

*Additional Benefits*

# Voluntary Disability



- Are you insuring your paycheck???
- You design the benefit:
  - You can choose:
    - A monthly benefit between \$400 and \$5,000
    - The waiting period before benefits begin
    - Duration of benefits
  - Your benefit counselor will help you calculate premiums/quotes



# Voluntary Critical Illness



- ▶ What is covered?
- ▶ Examples of critical illnesses covered under the base plan:
  - Heart attack, blindness, major organ failure, end-stage renal (kidney) failure, coronary bypass, benign brain tumor, stroke, coma, permanent paralysis, cancer & carcinoma
- ▶ \$50 health screening benefit
- ▶ Sample Rates for a 40 year old with \$5,000 benefit
  - \$1.90 per week

# Voluntary Unum Accident Plan

- ▶ Unum's accident insurance can pay benefits based on the injury you receive and the treatment you need, including surgery
  - X-rays
  - Emergency room care (including related surgery)
  - **Wellness benefit pays \$50 per insured per calendar year**
  - You can also purchase a Sickness Hospital Confinement rider



# Accident Plan Weekly Rates:

| Plan           | Employee     | Spouse | Child  |
|----------------|--------------|--------|--------|
| Accident       | \$4.10       | \$2.66 | \$3.30 |
| Sickness Rider | \$.48 /\$100 |        |        |

# Whole Life Insurance

Term life is for “if” you die, whole life is for “when” you die

- Level premiums and death benefit
- Coverage is individually owned
- Living benefit
- Cash value with 4.5% guaranteed interest rate
- Death benefit can be used for Long Term Care services



## Sample Rates For "Paid-up At 70" (\$6 Of Weekly Premium)

| <b>Issue Age</b> | <b>Face Amount</b> | <b>Cash Value at age 65</b> |
|------------------|--------------------|-----------------------------|
| 25               | \$35,821           | \$14,098                    |
| 35               | \$23,301           | \$8,249                     |
| 45               | \$13,898           | \$3,969                     |



# Open Enrollment

**b**swift



# Open Enrollment

- Opens
  - April 2<sup>st</sup>
- Closes
  - April 14<sup>th</sup> – 5:00PM
- **No** changes after that date will be accepted





# Open Enrollment Checklist

- ✓ Login onto [www.andrews.edu/go/mybenefits](http://www.andrews.edu/go/mybenefits)
- ✓ Review personal information
- ✓ Go to the News & Library Sections and review necessary documents
- ✓ Begin enrollment by clicking “Enroll Now”
- ✓ Once enrollment is complete – review your elections and email or print your confirmation statement for your records

Remember to **COMPLETE** your enrollment and review your confirmation statement!!!!!!

# Open Enrollment Guidelines



- Benefit Elections will automatically rollover to 2017/2018 Plan Year, **excluding** the Flexible Spending Account elections/contributions
- Participant Changes must be made via Andrews University Internet Enrollment System provided by bswift

You must re-enroll in the flex accounts every year!!!

# Do You Need Help???

- Should you need assistance:
  - Three benefit counselors will be available to help you complete the open enrollment process
    - April 10th
    - Sign-up is on a first come, first serve basis
      - OR
  - For enrollment or benefit questions, please email [benefits@andrews.edu](mailto:benefits@andrews.edu) or schedule an appointment with a benefit counselor

WE  
CAN  
HELP  
YOU



# Benefit Statements

- Confirmation statements will be provided pre/post enrollment
- **Review your confirmation statements and make an necessary corrections before the 14<sup>th</sup>!!!!!!**

**b**swift



Every year someone misses  
this...

# Reminder...

- By law, all participants have 30 days after a qualifying event to make a corresponding change to your enrollment status
  - Birth
  - Adoption
  - Marriage
  - Divorce
  - Change/loss of other coverage
  - **etc.** (See SPD & Amendments)



**IT SEEMS MY WORK  
HERE**



**IS DONE**



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