WSU
Open Enrollment
2018-2019
Welcome to Open Enrollment!

• Presenters
  • WSU Human Resources
  • EMI Health—Dental & Voluntary Vision
  • PEHP--Medical, Pharmacy & Flex Spending
• Please, no personal questions – ask representative(s) after meeting
Medical & Rx Claims Paid
by plan year

Total Claims Paid

Est. Annual Cost Per Employee
<table>
<thead>
<tr>
<th>Plan Year</th>
<th>Total Claims Paid</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004-2005</td>
<td>$737,175</td>
</tr>
<tr>
<td>2005-2006</td>
<td>$738,779</td>
</tr>
<tr>
<td>2006-2007</td>
<td>$728,539</td>
</tr>
<tr>
<td>2007-2008</td>
<td>$767,501</td>
</tr>
<tr>
<td>2008-2009</td>
<td>$836,845</td>
</tr>
<tr>
<td>2009-2010</td>
<td>$793,870</td>
</tr>
<tr>
<td>2010-2011</td>
<td>$867,875</td>
</tr>
<tr>
<td>2011-2012</td>
<td>$887,088</td>
</tr>
<tr>
<td>2012-2013</td>
<td>$909,035</td>
</tr>
<tr>
<td>2013-2014</td>
<td>$1,031,542</td>
</tr>
<tr>
<td>2014-2015</td>
<td>$998,626</td>
</tr>
<tr>
<td>2015-2016</td>
<td>$1,082,259</td>
</tr>
<tr>
<td>+2016-2017</td>
<td>$1,043,734</td>
</tr>
</tbody>
</table>
Slight Increase in Premiums

• Medical Premiums Increased 4.1%
  • The most is around $3/pay period for family
• Dental & Vision Premiums
  • No Increase
# Premium Cost Comparison

## PEHP Medical Per Pay Period Rates

<table>
<thead>
<tr>
<th></th>
<th>Single</th>
<th>Employee +1</th>
<th>Employee +2 or more</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>17-18</td>
<td>18-19</td>
<td>17-18</td>
</tr>
<tr>
<td>Traditional</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advantage/Summit</td>
<td>$27.21</td>
<td>$28.32</td>
<td>$56.09</td>
</tr>
<tr>
<td>Preferred*</td>
<td>$113.18</td>
<td>$117.83</td>
<td>$233.42</td>
</tr>
<tr>
<td>STAR</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advantage/Summit</td>
<td>$0.00</td>
<td>$0.00</td>
<td>$0.00</td>
</tr>
<tr>
<td>HSA</td>
<td>$33.09</td>
<td>$33.09</td>
<td>HSA $66.18</td>
</tr>
</tbody>
</table>

## EMI Health Dental Per Pay Period Rates

<p>| | | | | | | |</p>
<table>
<thead>
<tr>
<th></th>
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<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Premier PPO</td>
<td>$2.94</td>
<td>$2.94</td>
<td>$5.22</td>
<td>$5.22</td>
<td>$9.65</td>
<td>$9.65</td>
</tr>
</tbody>
</table>

Rates are for full-time salaried employees.
Access "Employee Enrollment" through eWeber Portal

- Medical, Flex, Dental & Vision **online**
  - *Requires all dependents SSNs if not done last year*
- Pre-paid Legal, Supplemental Life & AD&D in HR office
- **Life Event** (marriage, birth, or divorce) need to be done in the HR office with necessary documents
Access “Employee Enrollment” through eWeber Portal

- Remember to click “Submit to HR” in order for your open enrollment changes to be complete

Click the 'Submit to HR' button when you are finished *(this is critical)*.
Can’t Attend Open Enrollment Meeting?

Information is available at the HR website: http://weber.edu/hr

Click on “Open Enrollment” on the HR Home Page

Listen to this recorded session!
Benefits not included in online open enrollment
Supplemental Legal Insurance
Covers Variety of Areas

- Defense of Civil Lawsuits
- Document Prep.
- Personal Property Protection
- Consumer protection
- Family Matters
- Financial Matters
- Estate Planning Documents
- Real Estate Matters
- Elder Law Matters
- Family Law
- Traffic Matters

Smart. Simple. Affordable.

Hyatt Legal Plans
A MetLife Company
Met Law Provides WSU’s Legal Insurance

- $21.25 per month
- One year commitment
- Enrollment period ends May 15th
- Effective date will be July 1st
- Call 1-800-438-6388 or visit www.metlife.com/my benefits
Life Insurance is Provided to WSU Faculty/Staff

- Life Insurance
  - 2 X Base Salary
  - WSU pays for the first $50,000
  - Dependent Life for only $1.00 per month

- Accidental Death & Dismemberment (AD&D) included
  - Provides high-benefit lump sum if employee dies due to covered accident
  - Pays partial benefits if vision, hearing, speech or limb is lost in covered accident
Voluntary Life Insurance

THE DETAILS

• How much Voluntary coverage am I able to purchase?

  – Employee: up to the lesser of 5x your annual salary or $1,000,000 in increments of $5,000.

  – Spouse: up to $250,000 capped at 100% of your election, in increments of $5,000.

  – Dependent children: choice of $5,000 or $10,000
Valuable services to you and your family when you need them most.

• Funeral Planning and Concierge Services by Everest
• Beneficiary Assist® Counseling Services
• EstateGuidance® Will Services
• Travel Assistance and ID Theft and Protection Services
Don’t forget some other great Benefits
Employee Wellness:
Changes to PPM 3-68

PPM States:
• Staff employees may have released time from work to participate in Wellness related activities
• Employees may use up to 3 hours per week

UPDATE:
• Employee Wellness program participation is not required in order to take Released Wellness Time
Released Wellness Time Activities*:

- **Gym usage:**
  - Weights/Cardio Machines
  - Track/Basketball
  - Pool
  - Group Exercise
  - Tennis/Racquetball/Pickleball
- **Walking/Jogging/Biking**
- **Health/Wellness academic classes**

- **Stress Relief Center/Stress relieving activities**
- **Employee Wellness activities:**
  - Personal Training
  - Wellness Coaching
  - Presentations/Classes
  - Bonus Program ($360/yr)
  - Rewards Program ($200/yr)

*Also available to Faculty
WSU’s Employee Assistance Program Provided by Blomquist Hale

• Free
• 24/7 Crisis Service
• 100% Confidential
• Professional, Friendly Team
• Convenient Locations
• Extended Hours

• Marital & Family Counseling
• Stress, Anxiety or Depression
• Personal & Emotional Challenges
• Grief or Loss
• Financial or Legal Problems
• Substance Abuse or Addictions
• Senior Care Planning

http://www.blomquisthale.com/
Supplemental Retirement

- TIAA
  - 403(b), 457(b)
  - Roth 403(b)
- URS
  - 401(k), 457(b)
- Tax Sheltered via Payroll Deduction (Roth not tax sheltered)
Supplemental Home and Auto Insurance

- Group Discounts
- Payroll Deduction
United Way of Northern Utah Campaign

• Opportunity to donate to a variety of programs!

• Donate by:
  1. Going online to http://www.uwnu.org and click on DONATE
  2. Calling HR at ext. 6032 and ask for a United Way donation slip
QUESTIONS?