

M E M O R A N D U M

TO: Faculty and Staff

FROM: Junell A. Ransdell
Associate Vice President, Human Resources

SUBJECT: FY'2018 Insurance Plans and Premiums

DATE: May 1, 2017

At its meeting on March 22, 2017, the Board of Trustees approved recommendations regarding medical, dental and vision benefits. Overall, we are having a good year, as we have for the last couple of years, and claims are projected to come in under budget for plan year 2017. Claims for the past two years were reviewed and the data was trended forward, taking healthcare inflation into consideration, to arrive at expected claims for the upcoming fiscal year. We are very pleased to report that effective July 1, 2017, the College will continue to offer the High Deductible Plan and Open Access Plan with no changes to plan design and a 5% **decrease** for employee only premiums. Changes to note for plan year 2018:

- The Board maximum annual contribution for all employees will be set at \$10,400 per the terms of the faculty collective bargaining agreement.
- The premium structure has changed from three tiers (Employee Only, Employee plus One and Employee plus Two or More) to four tiers (Employee Only, Employee plus Spouse, Employee plus Child(ren), and Employee plus Family).
- The Board annual contribution to an employee's Health Savings Account for those selecting the High Deductible Plan will be \$3,092 for plan year 2018. The contribution will be made in two installments: \$1,546 on July 15, 2017 and \$1,546 on January 15, 2018.

OPEN ENROLLMENT PERIOD IS MAY 1 – JUNE 8, 2017

Elections made during open enrollment will be effective July 1, 2017. Open enrollment is the **only** time of the year, other than when a qualifying change in status occurs (marriage, divorce, birth/adoption, etc.), that an eligible employee may change health insurance plans, add or drop dependents, or decline insurance coverage.

Employees who are changing plans, adding/dropping dependents, contributing to a flexible spending account and/or declining health insurance coverage must go online and complete enrollment information. No late enrollments will be accepted after the deadline date. If you are making NO changes to your current enrollment in a health insurance plan, there is nothing you need to do to continue your coverage for FY2017. Please refer to the online enrollment instruction sheet for more information.

INFORMATIONAL SESSIONS

Please take advantage of one of the two opportunities below to ask any questions you may have about health insurance, dental insurance, health savings accounts, flex spending accounts, etc.

- Employees, particularly new enrollees in the High Deductible Plan, are encouraged to set one-on-one meetings to discuss their specific questions. Please contact Nicole Ralph to schedule a meeting to answer questions about plans, health savings accounts and enrollments.

- **May 4, 2017** 1:00 – 3:00PM Representatives from Allied Benefit Systems, the College's third-party administrator, will be available to answer benefit, claims and open enrollment questions in the HR Conference Room.

Monthly Premiums for FY2018

LLCC's Contribution toward Dental Insurance: \$39.38 per month

LLCC's Contribution toward Health Insurance: \$10,400 for FY2018 (\$866.70 per month)

	HealthLink Open Access Plan	High Deductible Plan w/HSA	Dental Insurance Plan
LLCC Contribution to HSA		\$3,092 for plan year 2018	
Employee Only	\$894.00 (\$27.30)*	\$609.00 (\$0.00)*	\$39.38 (\$0.00)*
Employee plus Spouse	\$1,513.00 (\$646.30)*	\$1,098.00 (\$489.00)*	\$85.98 (\$46.60)*
Employee plus Child(ren)	\$1,369.00 (\$502.30)*	\$994.00 (\$385.00)*	\$95.20 (\$55.82)*
Employee plus Family**	\$2,313.00 (\$1,446.30)*	\$1,746.00 (\$1,137.00)*	\$153.54 (\$114.16)*

***Dollar amounts in red reflect the amount for which the employee is responsible.**

****Family means spouse and at least one child.**

For benefit-eligible employees (as defined in board policy) who decline health insurance coverage, LLCC will contribute \$500 for the plan year, with no employee contribution required, to a medical flexible spending account to be used for reimbursement of out-of-pocket medical expenses. However, if said employee makes an annual contribution of more than \$500 via salary deduction to a flexible spending account, LLCC will match the contribution dollar for dollar to a maximum LLCC contribution of \$1,300 for the plan year. Total employee/employer contributions may not exceed \$2,600 annually per IRS regulations.

IMPORTANT INFORMATION FOR FISCAL YEAR 2018
(July 1, 2017 through June 30, 2018)

AVAILABILITY OF SUMMARY HEALTH INFORMATION:

As an employee, the health benefits available to you represent a significant component of your compensation package. They also provide important protection for you and your family in the case of illness or injury. The College has provided you with a detailed schedule of benefits for each plan, as well as Summary Plan Documents. Please refer to these documents for detailed information on the Open Access and High Deductible Plans. Choosing a health coverage option is an important decision. To help you make an informed choice and in compliance with the Affordable Care Act, we have provided a Summary of Benefits and Coverage (SBC), which summarizes important information about each health coverage option in a standardized format, to help you compare across options. The SBC is available on the HR Portal page. You may also contact the Human Resources office at 217-786-2752 for a paper copy. **Again, for specific and detailed information about plan deductibles, coverage, limitations and exclusions, please refer to the schedule of benefits and summary plan document available on the HR Portal page.**

As always, HR staff are available to provide any additional information you may need to make an informed decision. Please stop by or call the Human Resources office at any time if you would like more information.