

# MEMORANDUM

**TO:** Faculty and Staff

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

**SUBJECT:** FY'2019 Insurance Plans and Premiums

**DATE:** April 30, 2018

At its meeting on April 25, 2018, the Board of Trustees approved recommendations regarding medical, dental and vision benefits. Overall, we are having a good year, as we did last year, and are expecting the employee benefit fund to break even this plan year. 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. Effective July 1, 2018, the College will continue to offer the High Deductible Plan and Open Access Plan with no changes to plan design and plan premiums will increase by 1.8%. Changes to note for plan year 2019:

- The Board maximum annual contribution for all employees will be set at \$10,400.
- The Board annual contribution to an employee's Health Savings Account for those selecting the High Deductible Plan will be \$2,960 for plan year 2019. The contribution will be made in two installments: \$1,480 on July 15, 2018 and \$1,480 on January 15, 2019.

## **OPEN ENROLLMENT PERIOD IS APRIL 30 – JUNE 7, 2018**

Elections made during open enrollment will be effective July 1, 2018. Open enrollment is the **only** time of the year that an eligible employee may change health insurance plans. The only time throughout the plan year an eligible employee may add or drop dependents, or decline insurance coverage, outside of open enrollment, is when a qualifying change in status occurs (marriage, divorce, birth/adoption, etc.).

**DO I NEED TO COMPLETE AN ONLINE ENROLLMENT?** If you answer "yes" to ONE OR MORE of the following questions, you must go online and complete an enrollment. Please refer to the online enrollment instructions or view the webinar for more information.

- Are you changing plans?
- Are you adding/dropping dependents?
- Are you declining health insurance coverage?
- Are you contributing to a medical or dependent care flexible spending account?

**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 FY2019.

## 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 or Kim Elder to schedule a meeting to answer questions about plans, health savings accounts and enrollments.
- May 10, 2018**      10:00 – 12:00      Representatives from Allied Benefit Systems, the  
1:00 – 3:00      College's third-party administrator, will be available  
to answer benefit, claims and open enrollment  
questions in the HR Conference Room.

### Monthly Premiums for FY2019

LLCC's Contribution toward Dental Insurance: \$39.92 per month

LLCC's Contribution toward Health Insurance: \$10,400 for FY2019 (\$866.70 per month)

	HealthLink Open Access Plan	High Deductible Plan w/HSA	Dental Insurance Plan
<b>LLCC Contribution to HSA</b>		\$2,960 for plan year 2019	
<b>Employee Only</b>	\$910.00 <b>(\$43.30)*</b>	\$620.00 <b>(\$0.00)*</b>	\$39.92 <b>(\$0.00)*</b>
<b>Employee plus Spouse</b>	\$1,540.00 <b>(\$673.30)*</b>	\$1,118.00 <b>(\$498.00)*</b>	\$89.42 <b>(\$49.50)*</b>
<b>Employee plus Child(ren)</b>	\$1,394.00 <b>(\$527.30)*</b>	\$1,012.00 <b>(\$392.00)*</b>	\$99.00 <b>(\$59.08)*</b>
<b>Employee plus Family**</b>	\$2,355.00 <b>(\$1,488.30)*</b>	\$1,777.00 <b>(\$1,157.00)*</b>	\$159.66 <b>(\$119.74)*</b>

\*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 \$1,325 for the plan year. Total employee/employer contributions may not exceed \$2,650 annually per IRS regulations.

## IMPORTANT INFORMATION FOR FISCAL YEAR 2019 (July 1, 2018 through June 30, 2019)

### **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.*