



Preview of 2013 Benefits

The University Senate

October 19, 2012



Today's Discussion

- Benefits Open Enrollment
- What's New in 2013
- Medical Plan Enhancements



Benefits Open Enrollment

- Runs from October 29th – November 16th
- Guide to Benefits Open Enrollment mailed on October 15
- Benefits Highlights – with additional details – posted online
- Benefit Expos & Biometric screenings
 - CUMC: 10/31 & 11/8 11am – 4pm
 - Morningside: 11/1 & 11/7 10am – 3pm
- Informational Sessions
 - CUMC: Oct 17, 11am – 12:30pm & Oct 24, 3 pm – 4:30pm
 - Morningside: Oct 11, 3pm – 4:30pm & Oct 18, 11am – 12:30pm
 - Lamont-Doherty: Oct 30, 10am – 11:30am
 - Studebaker: Oct 23, 2pm – 3:30pm



Patient Protection and Affordable Care Act (ACA)

The New York Times

Supreme Court Upholds Health Care Law, 5 – 4 in
Victory for Obama

By ADAM LIPTAK
JUNE 28, 2012
WASHINGTON



Health Care Reform

- ACA requires CU to comply with
 - **Summary of Benefits & Coverage (SBC):** a standardized format will be available on the CU Benefits website
 - **Women's Preventive Health Coverage:** ACA expanded the in-network benefits that must be covered at 100% for women
 - **W-2 Reporting:** The cost of your health care benefits will be shown on your 2012 W-2, for reporting purposes only



What's New in 2013

- Healthcare Flexible Spending Account (FSA) Benefits Card
 - 2013 Healthcare FSA limit reduced to \$2,500 by ACA
 - Introducing an EBPA Benefits card (like a debit card) for qualified out-of-pocket medical/dental/vision expenses
 - Claims reimbursement – other than for co-pays and prescription drugs – will require substantiation
 - Paper claims can still be submitted to EBPA
- Prescription Drug Provider is Express Scripts
 - Medco merged with Express Scripts in April 2012
 - Medco ID cards will continue to be valid; you will not receive or need a new card



What's New in 2013

- Health Savings Account (HSA)
 - Available to Officers enrolled in the Aetna HDHP
 - New: Officers > age 65 can contribute to HSA, provided not enrolled in any Medicare coverage including Part A, or receiving Social Security benefits
 - Dis-enrolling from Medicare may require repayment of monies received from Social Security and/or Medicare benefits paid
 - Annual contribution limits are \$3,250/\$6,450 (ind/family); plus contributions of \$1,000 if > age 55
 - Officers need to update contributions
 - If currently enrolled in the HSA, 2012 account balance rolls over to 2013



The HSA versus the Healthcare Flexible Spending Account (FSA)

- Officers can contribute up to \$2,500 for the HC FSA
 - Use it or lose-it; cannot invest funds
- Officers can contribute up to \$3,250/\$6,450 (ind/family) for the HSA
 - Can roll over funds; account is portable; can invest funds
- Cannot participate in *both* HSA and FSA
- If enrolled in the HDHP, can participate in HSA *or* FSA
- If enrolled in a POS plan, can *only* participate in FSA



What's New in 2013

- HMO medical plans no longer offered in 2013
 - Aetna HMO and HIP HMO will not be offered in 2013
 - Current HMO participants will need to elect a new medical plan for 2013
 - If no medical election is made during Open Enrollment, HMO participants will be automatically enrolled in the Aetna HDHP for 2013



What's New in 2013

- Expanded Eligibility for Child Care Credit
 - Eligible Annual Benefits Salary criteria is increased from \$80,000 to less than \$115,000
 - Annual credit of \$1,000 in the Dependent Care Flexible Spending Account is available for children of Officers under age five, and not in kindergarten
 - \$1,000 prorated and paid with each paycheck
 - Available to new hires/newborns during the calendar year on a prorated basis



What's New in 2013

- Life Insurance – Officer
 - Officer Optional Life maximum is increased from \$1 million to \$1.75 million
 - The guaranteed issue limit is increased from \$500k to \$1 million (the lesser of 3x or \$1 million)
- Life Insurance – Spouse
 - Maximum Spouse insurance increased from \$50k to \$100k
 - Guaranteed issue amount is increased from \$10K to \$50k



What's New in 2013

- Long Term Disability Insurance
 - Basic “core” coverage maximum provided by Columbia increases from \$2,500 to \$5,000 per month
 - Optional LTD benefit maximum monthly benefit remains at \$15,000 per month, however premiums increase



What's New in 2013

- Long Term Care (LTC) Insurance
 - John Hancock no longer offers LTC to new participants
 - New carrier, Genworth can offer LTC in 23 states including NJ and NY to CU Officers and certain family members
 - During this Open Enrollment, Officers under age 66 will have a one time opportunity to purchase LTC without providing proof of good health
 - Special LTC meetings with Genworth representatives will be scheduled before and during Benefits Open Enrollment



Medical Plans for 2013



What's New in the Medical Plans

- Out-of-network reimbursement
 - The reimbursement for out-of-network services is increased
 - From 60% of 150% of Medicare Allowable Charges (MAC) to 60% of 200% of Medicare MAC
- Infertility benefits
 - The annual limit of \$5k for in-vitro fertilization is replaced with a \$35k lifetime maximum (the \$15k Rx lifetime maximum remains)



What's New in the Medical Plans

- Transgender surgery
 - A new benefit to cover sexual reassignment surgery will be offered with a lifetime maximum of \$75k
 - Pre-authorization based on medical criteria
- UHC vision benefit
 - A vision benefit is added to the UHC plans
 - All medical plan options now include vision benefits



Questions?



Appendix



Monthly Contributions

Example: Yourself + spouse or same-sex domestic partner, salary \$70,000

	2012	2013	Increase
Aetna HDHP	\$84	\$89	\$ 5
Aetna POS 80	\$160	\$171	\$11
Cigna POS 80	\$160	\$171	\$11
UHC POS 80	\$160	\$171	\$11
Aetna POS 90	\$184	\$206	\$22
Cigna POS 90	\$303	\$327	\$24
UHC POS 90	\$383	\$414	\$31
Cigna POS 100	\$397	\$445	\$48
UHC POS 100	\$535	\$599	\$64



Monthly Contributions

Example: Family, salary \$90,000

	2012	2013	Increase
Aetna HDHP	\$113	\$121	\$ 8
Aetna POS 80	\$237	\$254	\$17
Cigna POS 80	\$237	\$254	\$17
UHC POS 80	\$237	\$254	\$17
Aetna POS 90	\$276	\$309	\$33
Cigna POS 90	\$494	\$533	\$39
UHC POS 90	\$630	\$680	\$50
Cigna POS 100	\$653	\$731	\$78
UHC POS 100	\$864	\$967	\$103



Monthly Contributions

Example: Single coverage, salary \$65,000

Health Plan	2012	2013	Increase
Aetna HDHP	\$10	\$11	\$1
Aetna POS 80	\$48	\$52	\$4
Cigna POS 80	\$48	\$52	\$4
UHC POS 80	\$48	\$52	\$4
Aetna POS 90	\$60	\$68	\$8
Cigna POS 90	\$94	\$102	\$8
UHC POS 90	\$127	\$137	\$10
Cigna POS 100	\$140	\$157	\$17
UHC POS 100	\$187	\$210	\$23



Monthly Contributions

Example: Yourself + spouse, salary of \$80,000

Health Plan	2012	2013	Increase
Aetna HDHP	\$95	\$102	\$7
Aetna POS 80	\$182	\$195	\$13
Cigna POS 80	\$182	\$195	\$13
UHC POS 80	\$182	\$195	\$13
Aetna POS 90	\$210	\$235	\$25
Cigna POS 90	\$377	\$407	\$30
UHC POS 90	\$472	\$510	\$38
Cigna POS 100	\$487	\$546	\$59
UHC POS 100	\$643	\$720	\$77



Monthly Contributions

Example: Single coverage, salary \$150,000

Health Plan	2012	2013	Increase
Aetna HDHP	\$11	\$12	\$ 1
All POS 80	\$55	\$59	\$ 4
Aetna POS 90	\$69	\$77	\$8
CIGNA POS 90	\$123	\$132	\$ 9
CIGNA POS 100	\$176	\$198	\$22
UHC POS 90	\$165	\$179	\$14
UHC POS 100	\$236	\$264	\$28