Benefits Overview for May 2014

Although all UVM faculty and staff are encouraged to either contact their supervisor or e-mail HRSinfo@uvm.edu with questions about current benefits, the benefits information presented below is specifically intended for non-represented faculty and staff. Benefits for unionized employees are addressed by their union through collective bargaining agreements.

Open Enrollment
The University has communicated that all of its benefit plan calendars are being realigned so that plan years will run from January through December. As a result, open enrollment will move to November, effective this year. The Benefits Expo, typically held in April, will now be scheduled each fall and there will be no Benefits Expo this spring.

For this year only, there will be an open enrollment period from May 1 through May 30, in addition to the open enrollment in the fall. This notice explains changes, adds and drops that faculty and staff can make to their coverage during the month of May. It also communicates rate increases and changes that UVM will make to the medical plan as of July 1, 2014.

Since the open enrollment period and the Benefits Expo are moving to the fall, this particular Benefits Overview is abbreviated. A more detailed Benefits Overview will be published in late October. In the meantime, UVM faculty and staff can make the following adjustments to their insurance coverage between May 1 and May 30, 2014:

- Enroll in a UVM medical and/or dental insurance plan
- Waive medical coverage
- Add qualified dependents to your benefit plan(s)
- Change your dental option to either base or high option
- Adjust your life insurance coverage amount
- Change your long-term disability coverage

Adjustments made in May 2014 will take effect on July 1.

Dependent Children

In the case of dependent children, please pay particular attention to their eligibility for benefits. Children are eligible for medical coverage until their 26th birthday regardless of their student status, regardless of their marital status, and regardless of whether they are claimed by the employee for tax purposes. Dental and life insurance however, are subject to more restrictive guidelines.

Dental and/or life insurance coverage ends on the last day of the month following a dependent’s 19th birthday. Dependents who are full-time students are eligible for dental and/or life insurance coverage on their parent’s policy until their 24th birthday, or until they cease to be a dependent, or until they cease to be a full-time student, whichever happens first. Dental and/or life insurance coverage will terminate at the end of the month in which children either graduate, cease to be the employee’s dependent, or turn 24. Faculty and staff must notify the HRS Employee Information Center within 20 days of the first of these events or their dependent’s COBRA coverage options will be adversely impacted.
Medical Insurance Premium Rate Increase

Medical insurance coverage is not changing, however premium rates will increase this year on July 1. In the future, rates will be adjusted on January 1. The following chart shows the medical insurance premium increase by plan. These increases are borne in equal measure by the individual and the University and are not related to a change in the cost share of benefits.

<table>
<thead>
<tr>
<th>Plan</th>
<th>Rate Increases for July 1, 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCBSVT VHP Open Access</td>
<td>3.0%</td>
</tr>
<tr>
<td>J Plan &amp; J Carve-Out Plan</td>
<td>3.0%</td>
</tr>
<tr>
<td>MediComp III</td>
<td>3.0%</td>
</tr>
<tr>
<td>High Deductible Plan</td>
<td>3.0%</td>
</tr>
</tbody>
</table>

Other Rate Increases and Changes

There is no change in rate or plan design for dental coverage. There are also no plan changes for the Retiree Health Savings Plan or the UVM Retirement Savings Plan. If there are changes for term life insurance and/or long-term disability insurance, those will be announced in the fall.

As always, enrollment for Flexible Spending Accounts and the designation of Cultural Holidays will take place in November.

Medicaid/Children’s Health Insurance Program

For those who are eligible for health insurance coverage through UVM but are unable to afford the premiums, Vermont has a **premiums assistance program** that may help pay for coverage. If you or your dependents are not currently enrolled in Medicaid or CHIP and you think that you or your dependents might be eligible, call 1-877-KIDS-NOW or visit [www.insurekidsnow.gov](http://www.insurekidsnow.gov) for more information and to learn how to apply.

Retirement Savings Plan Contribution Limits

Benefits-eligible faculty and staff need not wait for Open Enrollment to establish a Retirement Savings Account—they can open one anytime. HRS offers monthly Retirement Savings Plan information sessions, typically held on the first Wednesday of each month.

Participants who are not taking full advantage of their contribution limits may wish to increase their contribution by completing a new 403(b) Salary Reduction form from the HRS website. Contributions can be adjusted any time, but those seeking to make the maximum possible contribution should submit a Salary Reduction form annually—the earlier, the better.

Employee Contribution Limits for 2014:

- The maximum personal contribution for 2014 is $17,500 ($52,000 maximum combined employer/employee contribution)
- The maximum catch-up contribution for those 50 and older is $5,500 and there is an additional $3,000 years-of-service catch-up that may be available to those who have worked at UVM for 15 years or more
- The IRS limits the Total Annual Compensation that may be used to calculate Retirement Savings Account contributions to $260,000 for 2014 (i.e., no employer or employee contributions can be made on salary in excess of $260,000)
Questions and Answers

What if I'm happy with my current coverage and benefits choices?
If you are satisfied with your current coverage, it will continue without any action on your part. (The sole exception is if you are waiving medical coverage, in which case you must complete a new Waiver of Medical Coverage during Open Enrollment.)

How can I tell which insurance coverage I've selected?
Log in to PeopleSoft HR and navigate to Self-Service > Benefits > Benefits Summary.

If I don’t change my benefits now, can I make changes later in the year?
You can only make changes to your medical, dental, life and long-term disability insurance during Open Enrollment, unless you experience a qualifying life change event (birth, death, adoption, divorce, marriage, graduation, etc.). This year, you will have two opportunities to make changes—one in May and another in November. After this year, there will be one open enrollment period each year and it will be in November.

Where can I find a description of the various benefit plans?
See the HRS website under Info for Faculty and Staff > Benefits > Benefit Plans.

My dependent child is graduating this spring. When will her DENTAL and/or life insurance coverage end?
The guidelines for dental coverage are more restrictive than the guidelines for medical coverage. If your dependent is not a full-time student, her dental and/or life insurance coverage will end on her 19th birthday. If she is a full-time student, she is eligible for dental and/or life insurance coverage on your policy until her 24th birthday, or until she ceases to be your dependent, or until she ceases to be a full-time student, whichever happens first. Dental and/or life insurance coverage will terminate at the end of the month in which she either graduates, ceases to be your dependent, or turns 24. You must notify the HRS Employee Information Center within 20 days of the first of these events or COBRA coverage options will be adversely impacted.

My dependent child is in graduate school. When will his MEDICAL coverage end?
Your child may stay on your medical coverage until his 26th birthday, whether or not he is in school, whether or not you list him as a dependent for tax purposes, and whether or not he is married. You must notify the HRS Employee Information Center within 20 days of your child’s 26th birthday or COBRA coverage options will be adversely impacted.

Every year I receive a request from Delta Dental to certify that my dependent child is a full-time student. After completing the form, what should I do with it?
Delta Dental seeks to verify the student status of dependent children between the ages of 19 and 24 when they process claims for those children. If you receive a Delta Dental dependent certification form, it should be returned directly to Delta Dental.

Additional Questions
If you have additional questions, please e-mail HRSinfo@uvm.edu for answers.