



AUBURN

UNIVERSITY

2012 Employee Benefits Changes

Health & Welfare Benefits Changes

- New Health Insurance Coverage Tiers
 - Employee + Spouse, Employee + Child(ren)
- New Health Insurance Salary Brackets
 - Level 1: $<26,700.00$
 - Level 2: $26,700.00 - 39,999.99$
 - Level 3: $\geq 40,000.00$
- Passive Enrollment (except FSA/Cancer)

Cancer Insurance

- New Colonial Group Insurance Plan
 - 2 Levels
 - Guaranteed Issue
 - 12/12 Lookback Clause
 - Initial Diagnosis Benefit
 - Wellness Benefit
 - Can Keep Existing Aflac and Colonial Products
 - To Enroll – Johnson Sterling (334) 887-5533

Flexible Spending Accounts (FSA)

- Combined with Health/Welfare Open Enrollment
- Must Re-enroll Annually – Online or Paper
- Use It or Lose It
 - Grace Period – January 1 – March 15
 - Can Use Debit Card

Healthy Tigers

- Must Be Screened Annually to get \$25/mo. Benefit
- For 2012, Spouses (if applicable) Must Also Be Screened
- Saturday and After Hours Screenings
- Benefits Fair Screenings (Pre-Register)
- Can Submit Physician Screening Form
- No Pharmacy Screenings in December

Voluntary Retirement Plan Changes 403(b) and 457(b)

- New Compensation Sources (Summer Pay, Second Jobs, Supplemental Pay)
- Whole Percentages
- Matching – No Pay-period Cap
- 2012 Contribution Limit – Goes Up to \$17,000 (Catch-Up Still \$5,500)

Voluntary Retirement Plan Changes 403(b) and 457(b)

- One Vendor at a Time Per Plan
- Once Vested, Always Vested
- Limited to One Loan at a Time
- Doesn't Affect Investments or Teachers' Retirement

What Must I Do Now?

- New Salary Deferral Agreements by November 30
- Use the Calculator!
- If You Miss Deadline – Can Start 1st Day of Next Month in 2012
- New Enrollment Application if you are a New Participant

“Getting Ready for 2012” Employee Benefits Fair

- November 7 & 8, 8:30 – 4:00
- OIT Building – 300 Lem Morrison Drive
- Vendors (TDA Providers, Colonial Cancer)
- Healthy Tigers Screenings (Pre-Register)
- Flu Shots
- Door Prizes
- One Stop Shop

Open Enrollment

- November 1 – 30, Effective January 1, 2012
- All Insurances – Passive, If No Changes
- FSA – Must Re-enroll
- Healthy Tigers Screenings
- Voluntary Retirement – Complete New Salary Deferral Agreement