



aub.ie/benefits

open enrollment

2020 BENEFITS

REMEMBER THESE DATES

A wooden pencil with a sharpened lead tip lies diagonally across a calendar grid. The grid shows dates in a standard monthly layout. The pencil is positioned over the dates 11 and 18. The background is a warm, light brown color, matching the pencil's wood.

NOV 1
12:01
a.m.

Open
Enrollment
begins

REMEMBER THESE DATES

NOV 1
12:01
a.m.

Open
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begins

DEC 2
4:45
p.m.

Open
Enrollment
ends

REMEMBER THESE DATES

NOV 1
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DEC 2
4:45
p.m.

Open
Enrollment
ends

During Open Enrollment, you will have the opportunity to:

- Enroll in coverage,
- Cancel existing coverage, or
- Update benefit elections.

-Effective Jan. 1, 2020



YEAR 2

- We are excited to offer online enrollment for the second year in a row!
- Please remember that you must select your 2020 benefits via AU Access.
- Benefits Enrollers will be available.

HEALTH INSURANCE PREMIUMS



IMPORTANT

- Our plan is self-insured, while administered by Blue Cross/Blue Shield of Alabama (BCBSAL).
- Each year, we assess our existing plan, along with the plan's cost, to determine needed changes for the following year.
- We have experienced cost increases in administrative fees from BCBSAL, American Behavioral, stop loss premiums, and medical cost trend.

HEALTH INSURANCE PREMIUMS

IMPORTANT

- Spousal costs continue to increase. In fact, spouses make up 24% of our plan's membership while accounting for 34% of total benefits claims.
- Thus, it is imperative that we account for these increased costs when determining the rates for our health plan.



HEALTH INSURANCE PREMIUMS

2020 COSTS

- Spousal tier rates will increase between 8 to 10%, depending on salary tier and coverage type.
- This change will result in an increase of \$18.63 to \$53.03 per month.



HEALTH INSURANCE PREMIUMS

2020 COSTS

- Non-spousal rates (meaning those for single employees and employees + child(ren)) will not increase.
- **PLEASE REMEMBER:** Benefits deductions are made on a pre-tax basis, thus lowering your taxable income.



HEALTH PLAN DESIGN CHANGES

	2019	2020
Calendar Year Deductible (limit of 3 per family)	\$250 per individual	\$500 per individual
Facility Inpatient Co-Payment	\$200	\$300
Facility Outpatient Co-Payment	\$200	\$300
Emergency Room Facility Co-Payment	\$200	\$300
Specialist Office Visit Co-Payment	\$35	\$40
Out-of-Pocket Maximum (Individual)	\$7,900	\$8,150
Out-of-Pocket Maximum (Family)	\$15,800	\$16,300

• PRESCRIPTION COSTS

2020 COSTS

- In 2020, prescription drug co-payment tiers will increase by \$5 per tier.
- **GOOD NEWS!** Participation in the TigerMeds program (AU Employee Pharmacy) will eliminate your co-pay for Tier 1 generic prescriptions, and will reduce your co-pay for Tier 2 generic prescriptions.

DENTAL AND VISION INSURANCE PREMIUMS

GOOD NEWS!

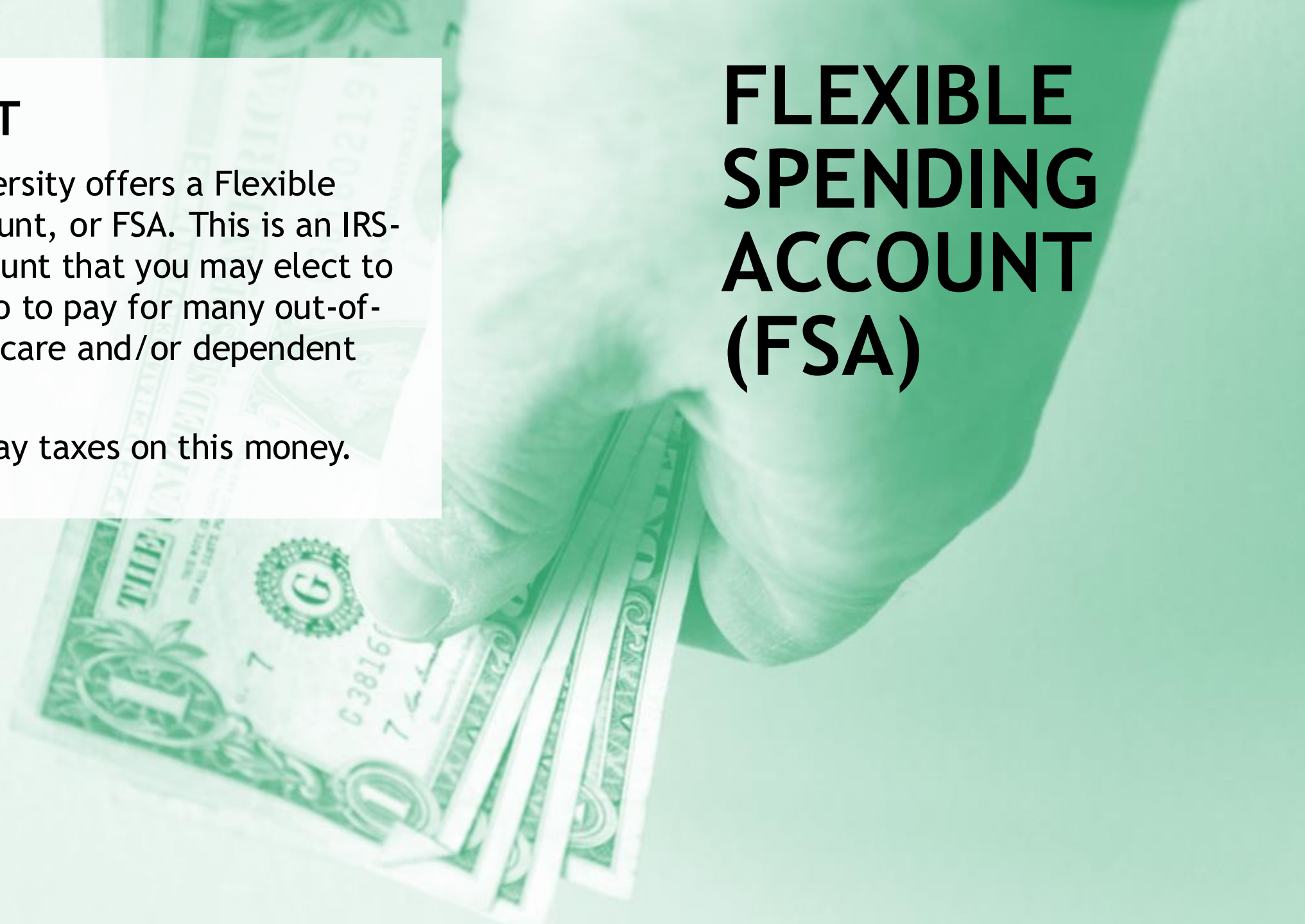
- There will be no premium increases for the dental and vision insurance plans for 2020.
- Additional information on our dental plan, administered by Blue Cross/Blue Shield of Alabama, and vision plan, administered by Superior Vision, is available online.



IMPORTANT

- Auburn University offers a Flexible Spending Account, or FSA. This is an IRS-approved account that you may elect to put money into to pay for many out-of-pocket health care and/or dependent care costs.
- You do not pay taxes on this money.

FLEXIBLE SPENDING ACCOUNT (FSA)



IMPORTANT

- The amount that can be deferred into an FSA Medical Spending Account for 2020 is \$2,700. The Dependent Care Spending Account limit is \$5,000.
- Employees must enroll online by Monday, Dec. 2, at 4:45 p.m.
- You must reenroll in this plan annually. 2019 elections do not roll over to 2020.

FLEXIBLE SPENDING ACCOUNT (FSA)



IMPORTANT

- In 2021, Auburn University plans to offer an additional medical plan option - a High Deductible Health Plan (HDHP) paired with a Health Savings Account (HSA).
- The HDHP is often requested by new employees, especially Faculty, as a health care plan option.
- Because of this new option, the carryover provision (\$500) for the FSA will not be in effect for the 2020 plan year.

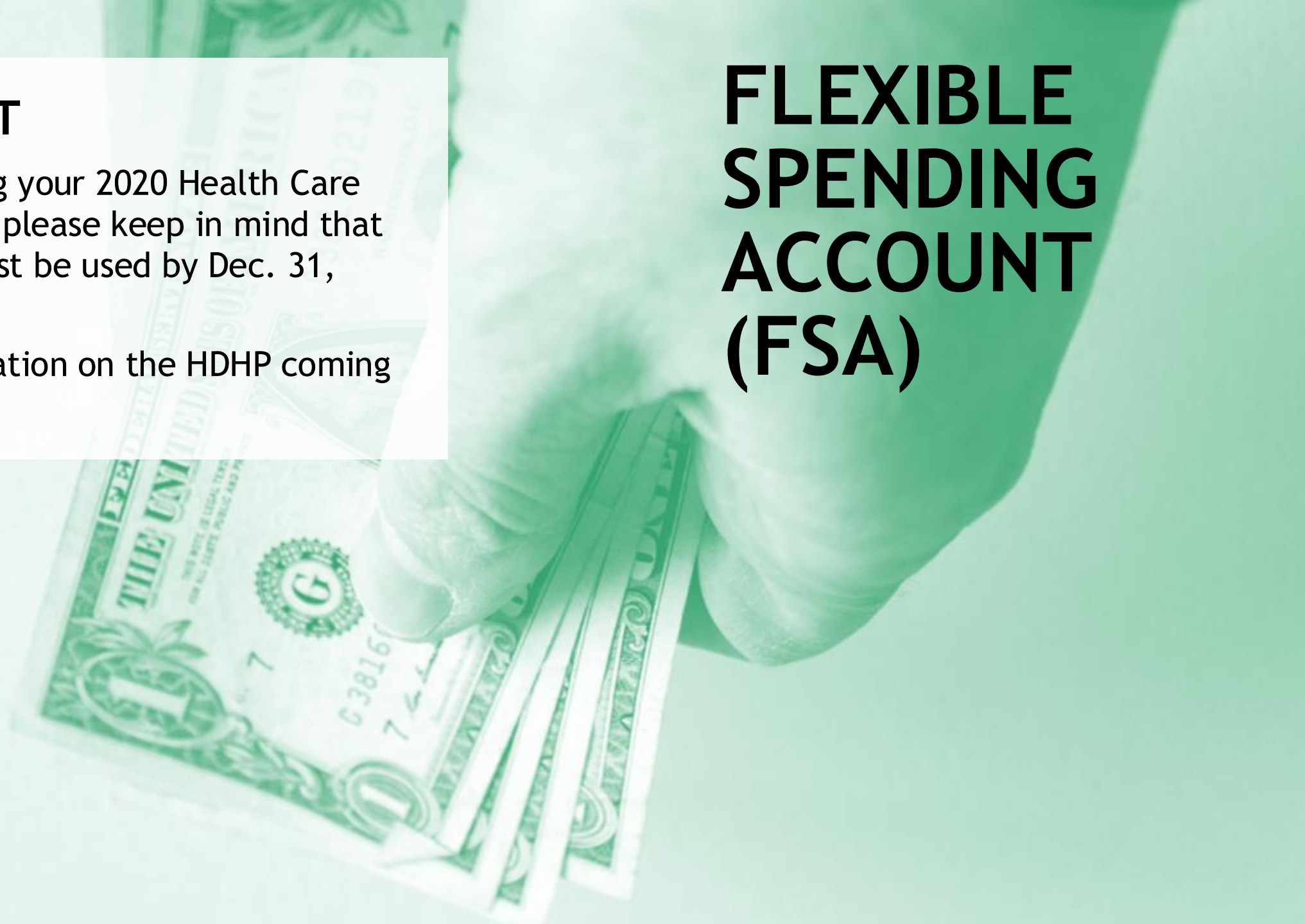
FLEXIBLE SPENDING ACCOUNT (FSA)



IMPORTANT

- When making your 2020 Health Care FSA elections, please keep in mind that your funds must be used by Dec. 31, 2020.
- More information on the HDHP coming in 2020.

FLEXIBLE SPENDING ACCOUNT (FSA)



CONTACT WAGeworks

- For more information on your balance:
 - Call 1 (877) 924-3967, or
 - Visit www.wageworks.com

FLEXIBLE SPENDING ACCOUNT (FSA)



A black and white photograph of a family sitting together and reading a book. A man on the left is pointing at the text in the book. A young girl in the center is holding the book, and another child is looking at it. A woman is partially visible on the right. The book is titled 'Because of Winn-Dixie' by Kate DiCamillo. The background is a blurred outdoor setting.

ADDITIONAL INSURANCE PRODUCTS

- Group Cancer Insurance through Colonial Life, with Guaranteed Issue
- Group Critical Illness Insurance through Colonial Life, with Guaranteed Issue
- Whole Life Insurance through Colonial Life, with Guaranteed Issue
- Term Life Insurance through The Standard
- Long-Term Disability Insurance through The Standard

AU RETIREMENT PLANS

The background of the slide features a photograph of two dark-colored wooden Adirondack chairs positioned on a sandy beach. The chairs are angled towards the right, with the ocean and a hazy horizon in the background. The overall tone is warm and serene.

RETIREMENT SYSTEMS OF ALABAMA (RSA)

- Defined Benefit Plan
- Required for all eligible employees appointed 50% or more time
- **Tier 1** (prior to Jan. 1, 2013) - 7.5% contribution
- **Tier 2** (after Jan. 1, 2013) - 6.0% contribution
- Vested after 10 years of service

AU RETIREMENT PLANS

The background of the slide features a photograph of two black Adirondack chairs on a sandy beach, facing away from the viewer towards the ocean. The sky is a clear, light blue.

403(b) TAX-DEFERRED ANNUITY PLAN

- Vendors include: Fidelity, Lincoln Financial Group, TIAA and VALIC
- Match for full-time benefit eligible employees up to 5% of compensation, limited to \$1,650 per calendar year
- Vested after 5 years of eligible full-time service
- IRS contributions limit for 2020:
 - Under age 50 - \$19,500
 - Over age 50 - \$26,000

AU RETIREMENT PLANS

457(b) DEFERRED COMPENSATION PLAN

- Vendors include: Fidelity, TIAA, VALIC, and RSA Plan RSA-1
- No employer match
- IRS Contribution maximum for 2020:
 - Under age 50 - \$19,500
 - Over age 50 - \$26,000



SAVE THE DATE!

- This year's Benefits Fair will be held on Thursday, Nov. 14, from 7 a.m. until 5 p.m. at Beard-Eaves-Memorial Coliseum.
- There will be information about AU's insurance plans, retirement plans, wellness opportunities, and other campus resources.
- There will also be additional opportunities to meet with benefit enrollers (no appointment is necessary!)
- Bring your event postcard and employee ID to register for prizes.

AU BENEFITS FAIR



DON'T FORGET!

- The Healthy Tigers discount is available for eligible employees and their spouses/sponsored adult dependents - up to \$600 annually!
- Benefit enrollers are available to assist employees. (More info at aub.ie/benefits).
- Open Enrollment ends at 4:45 p.m. on Dec. 2, 2019. No applications or changes will be allowed after this time!
- A dependent audit is coming in 2020.

QUESTIONS?

- Visit aub.ie/benefits
- Review the Open Enrollment materials that you will receive in the mail.
- Contact AU Human Resources at 844-4145 or email us at benefit@auburn.edu

