

To: Faculty and Staff
From: Human Resources
Subject: Regents approve health plan premiums for employees and retirees

In the August 12, 2015 Board meeting, the Board of Regents approved the 2016 USG healthcare plan design changes and premiums for active employees and pre-65 retirees. The Board also approved the USG funding for the new supplemental coverage for Medicare eligible retirees age 65 and older.

ACTIVE EMPLOYEES

The Regents approved benefits offerings for calendar year 2016. There will be very few changes in coverage for the health plans and varying premium increases, depending upon the specific healthcare plan. Open enrollment for active employees will be held November 2-13, 2015.

Active employees will begin receiving Open Enrollment information in early October.

RETIREES

Pre-65 retirees and pre-65 dependents will remain on the same plans as active employees. Separate pre-65 retiree premium rate charts will go into effect for the 2016 plan year.

Medicare eligible retirees age 65 and over and Medicare eligible dependents age 65 and older will enroll in their supplemental healthcare coverage and receive the USG healthcare benefit in a new way in 2016. Medicare Part A and B will provide primary coverage the same as today. Supplemental coverage will be provided through the Aon Retiree Health Exchange and USG will deposit money into a Health Reimbursement Account (HRA) for retirees and/or dependents to use towards premiums and other eligible out-of-pocket health care expenses. The Board of Regents approved the USG HRA funding of \$2736 per year or \$228 per month per 65 and older Medicare eligible retiree and any 65 and older Medicare eligible covered dependent(s). In order to receive the USG HRA funding, the retiree and/or dependent must be enrolled in coverage through the USG plan in 2015 and must purchase coverage through the Aon Retiree Health Exchange in 2016. The enrollment period is **October 1 through December 31, 2015** with a December 31st deadline for January 1, 2016 coverage begin date.

Enrollment informational meetings for Medicare eligible retirees will be held at each campus during the months of August and September. Medicare-eligible retirees have received invitations to the retiree meetings to be held in Athens August 18 and 19. Retirees will receive an Enrollment Packet by mail from the Aon Retiree Health Exchange in September with instructions on how to enroll.

Information regarding the Medicare eligible retiree supplemental coverage for 2016 is available at: http://www.usg.edu/hr/benefits/retiree_benefits

The Board of Regents meeting notes can be found at: <http://www.usg.edu/regents/meetings/date/2015>.

As always, UGA Human Resources is ready to assist with any questions you may have. Please email benefits@uga.edu or call [706-542-2222](tel:706-542-2222).