Changes in Benefits Plan effective 1-1-2014
as of 10-21-2013

1) No employee increase in medical plan premiums for 2014. No changes to medical plan design.
   a) MSU will increase the employer's premium for 2014 by 1.9%, which is approximately $182,000.
   b) If the increase had been equally shared by employee and employer, both would have increased premium payments by 1.6%.
   c) The resulting Employee / Employer contribution ratio is 15.3 / 84.7.
   d) This savings was accomplished by rebidding the Third Party Administrator's contract and by moving to a carve-out for prescription drugs. (See item 2.)

2) Prescription drugs will be processed directly by Express Scripts for the Enhanced and Standard Plans.
   a) New Anthem card and an Express Scripts card for participants in these plans.
   b) No change for High Deductible Health Plan participants and no new card.
   c) 10% may have a change in drug tier. (Some will pay more and some will pay less.)
   d) Save over $500,000.

3) Maintenance drug via mail-order active choice.

4) 26 to 24 deductions per year for bi-weekly staff working 12 months. Involves all non-retirement, non-tax deductions. Eliminates collections from former employees. Easier to understand. Slight increase in the 24 deductions but the same amount *over the year* will be deducted. Two checks each year with no benefits deductions. (May and October for 2014.)

5) No increase in Dental, Vision, and Disability premiums.

6) Supplemental life insurance and AD&D premiums will decrease and maximum coverage was increased to $500,000. New carrier: SunLife. All full-time faculty & staff will continue to have an automatic $10,000 life and AD&D insurance coverage benefit.

7) Health Savings Account maximum contributions are allowed a slight increase by the federal government based on the employer's adoption of the increase. MSU has chosen to implement this increase of the contribution maximums. No increase in either the Medical or Dependent Care Flexible Spending Account plan. New name for HSA provider: "BenefitWallet," but no other changes. New card. Checks continue to function. Correspondence is on-going.

8) KERS changes, primarily for new hires on & after 1-1-2014.

9) Open enrollment info sent by email, not packets. Benefits Guide available on-line only.

10) "Celebrate Your Benefits" theme.

Cards – Maximum amount
1) Anthem
2) Express Scripts
3) Wageworks or HSA
4) Dental & Vision together