



Office of Human Resources
 4301 West Markham # 564
 Little Rock, AR 72205-7199
 Phone: 501-686-5650
 E-mail: AskHR@uams.edu
 Internet: www.hr.uams.edu

July 2017 Benefit Update

5-12-2017

Medical Plan	<p><u>Rate Increase</u> The premium rates for the Classic and Point of Service plans will increase slightly in July. For example, the employee cost for Classic family coverage will increase by \$2.77 bi-weekly, \$6.01 monthly. The new rates are listed on the back.</p> <p><u>Plan Enhancements</u> The University’s self-funded health plan will adjust the coverage for three items which have been of concern to a number of plan participants.</p> <ul style="list-style-type: none"> • 3D imaging/mammography will be added as a covered service. After the first mammography of the plan year (counted as preventive, \$0 member cost), the current copayments, deductibles and coinsurance cost structure will apply to additional mammograms in the year. • Member responsibility for coinsurance payments In-Network will be reduced from 30% down to 25%. The coinsurance rate for care received at UAMS under SmartCare remains 20%. • Member responsibility for deductible payments on laboratory services and laboratory testing will end. The current office visit copayments and coinsurance will continue, but deductible payments will no longer apply for lab services and lab testing. For example, a Primary Care office visit under SmartCare with \$100 in lab charges: <ul style="list-style-type: none"> ○ Today – The member pays a \$20 copayment for the office visit and if the member’s maximum deductible has not been met, the member pays up to \$100 for the lab charges, for a total payment of \$120. ○ July 1st – The member pays \$20 for the office visit and 25% of the \$100 in lab charges for a total of \$45. <p style="margin-left: 40px;">The coinsurance amount for labs does not count toward satisfying the annual deductible.</p> <p>Additional details on these changes will be provided in updated Summary of Benefits Coverage (SBC) documents which will be mailed to your home address by UMR. Just as a reminder, the SBC is in a government required format for the purposes of comparing our medical plan with others. For a better understanding of your medical benefits, we recommend you refer to the document “UA Medical Plan-At a Glance” which is posted on our website.</p>
Retirement Savings Plan	<p>If you are a participant in the UA Retirement Plan (TIAA and/or Fidelity), you should have already received information at your home about the new investment fund line-up. You will receive additional information before the October 2nd “switchover.” Please review the information, attend a campus meeting and make the investment fund selections which best fit your objectives.</p>

<p><i>This section does not apply to Residents. However, Residents and others who are ineligible for UAMS contributions are eligible to make personal, unmatched contributions to Tax Deferred Annuities at any time. Contact our office or visit our website for information.</i></p>	<p>In addition to the fund changes, please remember that the employee required contribution will increase to 2% with the first full payroll in July. The 2017 increase is the second of a total of five annual required increases of 1% each which will continue through July 2020 when the employee required contribution will be 5%. <u>This change will have no impact on the total percent that most employees contribute.</u> Rather, we will automatically reduce your VOLUNTARY contribution by 1% and move that 1% to the REQUIRED contribution. Examples:</p> <ul style="list-style-type: none"> • Today - You contribute 9% VOLUNTARY + 1% REQUIRED for a total of 10% (which is the amount needed to receive the 10% University match). July 1st - You will automatically change to 8% VOLUNTARY + 2% REQUIRED. Your total remains 10% and you still receive the 10% match. • Today - You contribute 1% VOLUNTARY + 1% REQUIRED for a total of 2%. July 1st - You will automatically change to 0% VOLUNTARY + 2% REQUIRED. Your total contribution remains 2%. • Today - You only contribute the 1% REQUIRED. July 1st - Your REQUIRED contribution will increase to 2%. You will see an increased amount deducted from your paycheck. <p>These changes require no action on your part. However, you can elect to change your VOLUNTARY % contribution at any time. The paper form can be found on our website under Forms, then Benefit Forms. You can also elect to change your investment allocation with TIAA and/or Fidelity at any time by logging into your account via their websites, or by calling them. Visit our website for additional information.</p>
<p>No Other Changes</p>	<p>The rates and benefits under these plans remain the same:</p> <ul style="list-style-type: none"> • Dental • Prescription copays under Medical • Life Insurance (Basic, Optional and Dependent) • Short and Long Term Disability (Basic and Optional) • Accidental Death and Dismemberment • Flexible Spending Accounts

New Medical Rates effective 7-1-2017

Below are your costs for medical insurance if you work at least 75% time. While not shown, UAMS' cost is also increasing. UAMS continues to pay 75% of the Classic premium for employees who work at least 75% time, with the employee picking up the additional premium if they are enrolled in Point of Service. Visit our website to view rates for part-time employees, Faculty Group Practice Members and Resident Physicians. New rates will take effect on the July 21 bi-weekly and July 31 monthly paydays.

EMPLOYEE RATES (75% - 100%)	MONTHLY		BI-WEEKLY	
	Now	July 2017	Now	July 2017
CLASSIC employee only	\$ 100.55	\$ 104.50	\$ 46.41	\$ 48.23
CLASSIC employee + spouse	\$ 233.05	\$ 237.50	\$ 107.56	\$ 109.62
CLASSIC employee + child(ren)	\$ 191.08	\$ 195.50	\$ 88.65	\$ 90.23
CLASSIC family	\$ 324.99	\$ 331.00	\$ 150.00	\$ 152.77
POS employee only	\$ 145.47	\$ 150.50	\$ 67.14	\$ 69.46
POS employee + spouse	\$ 332.58	\$ 339.50	\$ 153.50	\$ 156.69
POS employee + child(ren)	\$ 273.40	\$ 279.50	\$ 126.18	\$ 129.00
POS family	\$ 464.58	\$ 475.00	\$ 214.42	\$ 219.23