SAN JOSÉ STATE UNIVERSITY

RESEARCH FOUNDATION

Announcement of Benefits Offerings for Plan Year 2015

The Research Foundation is pleased to announce its 2014 Annual Benefits Open Enrollment for Plan Year 2015!

Open Enrollment provides eligible staff an opportunity to enroll or make changes to their health benefits options and Flexible Spending Accounts (FSA) - Unreimbursed Medical (URM) and Dependent Day Care (DDC).

Open Enrollment for Health benefits, and Flexible Spending accounts will begin **Monday, September 15, 2014, and ends Friday, October 10, 2014**. All Open Enrollment changes made during the Open Enrollment period will be effective **January 1, 2015.**

Attached are Plan Year 2015 health benefit premiums. Please note that Dental, Vision, Life, AD&D, and Long-Term Disability Insurance for both eligible employees as well as for their eligible dependent (s), as appropriate, will continue to be subsidized **100%** by the Research Foundation for Plan Year 2015.

With the exception of flexible spending enrollments, you are not required to take any action if you intend to keep your current health plan selection. Your health benefit selections for Plan Year 2014 will be automatically continued into Plan Year 2015, with the exception of your co-payments/cost contributions.

Note: If you want to continue your enrollment or begin participation in a Flexible Spending Account, you must enroll or re-enroll. Your current Flexible Spending Account contributions, if any, will **not** automatically continue for Plan Year 2015.

The Research Foundation's goal is to maintain healthcare quality and choices, while managing employer and employee contributions. Given the continued rise of costs and continued economic turmoil within the health industry, the Research Foundation continues to take pride in its benefit offerings, which are among the most generous in the industry.

If you have further questions regarding Open Enrollment you may contact Human Resources at 408-924-1409.

The Human Resources department continues its commitment to exploring and sharing new ideas and information in the benefits arena as we look ahead and plan for the future.

San Jose State University Research Foundation's
2014 Benefits Open Enrollment For Plan Year 2015

Open Enrollment starts **Monday, September 15, 2014** and ends **Friday, October 10, 2014**. Open Enrollment offers you the opportunity to enroll or to make changes to your medical, dental, vision options, and to add or remove dependents.

2015 Health Plan Changes

- Blue Shield will no longer require members to use its Centers of Excellence for spinal and hip replacements, and it will eliminate the $250 outpatient hospital co-payment for upper endoscopies, colonoscopies, cataract surgeries, and spinal injections.
- Any HMO plan that does not currently offer acupuncture and chiropractic benefits will provide 20 annual combined visits for these services.
- CalPERS now offers a video that provides information about health plan rate and benefit changes for 2015. The video can be viewed at www.calpers.ca.gov, select the Members tab, next choose "Watch Video & Web Event" shortcut. Select "Videos", then "Health Benefits", to find *Presenting the 2015 CalPERS Health Plans*.

Annual Benefit Fairs

The annual Benefit Fairs will be held at the following locations:

- **Thursday, September 18, 2014 from 11:00 a.m.-2:00 p.m. at NASA**
  (Building 262, Room 100)
- **Thursday, September 25, 2014 from 11:00 a.m.-2:00 p.m. at SJSU Campus**
  (Barrett Ballroom at the Student Union)
- **Thursday, October 2, 2014 from 11:00 a.m.-2:00 p.m. at MLML**
  (8272 Moss Landing Road, Moss Landing, CA)

AFLAC Representatives will also be present for 2015 changes or enrollments. Please remember that you **must** re-enroll for the FSA plan for 2015, and can do so with AFLAC at Open Enrollment.

Open Enrollment Process

No action is required if you wish to keep your current health plan selection. Your present health plan selection will continue in 2015.

Employees who wish to make changes during Open Enrollment should complete the Research Foundation Enrollment Form, HBD 12 and HBD 12A. Forms can be downloaded at www.sjsufoundation.org or obtained by contacting Ranjit Kaur at 408-924-1409 or via email at ranjit.kaur@sjsu.edu.

Resources

For more information about changes and plans, go to http://www.calpers.ca.gov/index.jsp?bc=/member/health/open-enroll/home.xml

2015 Health Plan Rates

Health Plan	Plan Level	Monthly Premium	Employee Monthly Contribution
Anthem Select HMO	Emp. Only	662.41	72.87
	Emp. +1	1,324.82	145.73
	Emp. +2	1,722.27	189.45
Anthem Traditional HMO	Emp. Only	827.57	91.03
	Emp. +1	1,655.14	182.07
	Emp. +2	2,151.68	236.68
UnitedHealthCare	Emp. Only	850.67	93.57
	Emp. +1	1,701.34	187.15
	Emp. +2	2,211.74	243.29
Blue Shield NetValue	Emp. Only	870.60	95.77
	Emp. +1	1,741.20	191.53
	Emp. +2	2,263.56	248.99
Blue Shield Access + HMO	Emp. Only	928.87	102.18
	Emp. +1	1,857.74	204.35
	Emp. +2	2,415.06	265.66
Kaiser HMO	Emp. Only	714.45	78.59
	Emp. +1	1,428.90	157.18
	Emp. +2	1,857.57	204.33
PERSCare	Emp. Only	775.08	85.26
	Emp. +1	1,550.16	170.52
	Emp. +2	2,015.21	221.67
PERS Choice	Emp. Only	700.84	77.09
	Emp. +1	1,401.68	154.18
	Emp. +2	1,822.18	200.44
PERS Select	Emp. Only	690.43	75.95
	Emp. +1	1,380.86	151.89
	Emp. +2	1,795.12	197.46

Above table reflects Basic Bay Area premium rates.

SAVE MONEY WITH FLEXIBLE SPENDING ACCOUNTS

Looking for a way to save money on your health care and dependent day care expenses? AFLAC offers two Flexible Spending Account (FSA) options: the Unreimbursed Medical (URM) and the Dependent Day Care (DDC) Spending Accounts. These FSA accounts let you set aside money on a *pre-tax* basis through semi-monthly payroll deductions and use that money to pay for expenses not normally covered by health or other plans. Setting up these FSA accounts will not only allow you to pay for these expenses, they can reduce your "taxable" income and save you money. The following are examples of URM and DDC expenses:

Unreimbursed Medical (URM)	Dependent Day Care (DDC)
You may contribute up to $2,500 per year to the URM for health, dental, or vision care related expenses not normally covered by your benefits plans. Examples of eligible expenses include: • Health, dental, and vision office visits, prescription drugs, and co-payments • Health, dental, and vision deductibles and co-insurance amounts • Prescription medications only • LASIK eye surgery	You may contribute up to $5,000 per year (or $2,500 if you are married and filing separate returns), to the DDC. The DDC will allow you to pay for day care expenses for a child or elderly parent. Examples of eligible expenses include: • Adult or child day care • Summer day camp • Before and after school programs

Current or New Participants

Current spending account contributions will not automatically renew for plan year 2015. If you would like to contribute to an FSA spending account, you **must enroll or re-enroll for plan year 2015.** FSA accounts are NOT "savings" accounts. Make sure to estimate your expenses and plan your spending account contributions for 2015 carefully.

DDC FSA: Any amounts not "spent" for <u>DDC FSA</u> by December 31, 2015 **will be forfeited**, as mandated by the IRS. The IRS does allow you to submit receipts for calendar year 2015 expenditures through March 31, 2016.

URM FSA: Effective 2014, employees may carryover up to $500 of any remaining unused funds in your URM FSA. Such carryover amount may be used to pay or reimburse medical expenses under the URM FSA incurred during the entire Plan year 2015.

ACTIONS YOU MUST TAKE DURING OPEN ENROLLMENT

You must act if you want to:

- Change health plans (example only: from Blue Shield to PERS Choice). New plan selection becomes effective January 01, 2015.
- Enroll or re-enroll in the FSA Plans,: Unreimbursed Medical (URM) or Dependent Day Care (DDC). Your selection becomes effective January 01, 2015.
- Opt out of your medical, dental or vision plan, or enroll in a new plan if you previously opted out. Understand that, once you opt out, you cannot re-enroll for that entire plan year. The only exception is when you experience a "Qualifying Event."

No action is required if you are satisfied with your current health plan selection and have no changes. Your current health plan selection will continue through year 2015.

<u>**All changes made during the 2014 Benefits Open Enrollment period will be effective January 1, 2015.**</u>