OPEN ENROLLMENT 2013 October 29 – November 16, 2012

As a University of San Francisco benefits eligible employee, an important part of your total compensation is the University's comprehensive and competitive benefits package. Your benefits package provides for healthcare, income protections disability or death, retirement savings and tuition and childcare assistance, as well as Wellness.

This newsletter highlights information so that you may make the best benefit choices for you and your family in 2013.

Important Updates!

o Benefits Communications Website:

Deciding which medical plan to choose or how much optional life insurance to purchase? Meet Harvey Keck our new benefits assistant. Harvey will help provide you with useful information so that you can make informed choices about your benefits. Take a moment to see how Harvey can help. You can meet Harvey at www.usfca.edu/hr/benefits.

Please continue to visit Harvey throughout the year to check out new enhancements and his ever-expanding capabilities and knowledge o the USF benefits package .

- o <u>Spousal Surcharge</u>: There will be a \$75 per month surcharge on health care contributions for faculty and staff whose spouse/Registered Domestic Partner/Grandfathered Legally Domestic Partner have health coverage available through their employer but who nevertheless are included as a dependent of the employee.
- Preventive Care: There will no longer be copays and/or deductible/coinsurance required for well-baby care and annual physical examinations.
- o <u>Healthcare Flexible Spending Account (FSA) Limit</u>: The IRS is reducing the limit for pre-tax Health Care FSA contributions to \$2,500 in 2013. The limit is per participant and not per household.
- o <u>Medical Waiver Allowance Increase</u>: The monthly medical waiver will increase from \$40 to \$75 monthly.
- o <u>W-2 Reporting of Value</u>: The Patient Protection and Affordable Care Act (U.S. Health Care Reform) requires employers to report the cost of coverage (employee and employer contributions) under an employer-sponsored group

health plan. Reporting the cost of healthcare coverage on the Form W-2 does not mean that the coverage is taxable. This reporting is for informational purposes only and will provide faculty and staff with useful and comparable consumer information on the cost of their healthcare coverage.

- o Roth 403(b) with TIAA-CREF: You can now enroll in and elect to contribute after-tax dollars to TIAA-CREF's Roth 403(b). You can contribute up to the IRS limits. As part of your financial planning, you may elect to contribute to both the Roth and the traditional 403(b) Plan.
- O Loan Restrictions for Retirement Plans: You can have only one loan outstanding at one time. If you have more than one loan outstanding per plan as of January 1, 2013, they will continue in effect; however, you will not be able to obtain another loan until you repay your existing outstanding loans.

o 2013 Benefit Contributions:

		Employee Plus			
		One with	Employee Plus	Family with	
Salary Band	Employee Only	Surcharge	One	Surcharge	Family
Anthem Blue Cross					
<\$55,000	\$34.00	\$199.00	\$124.00	\$278.00	\$203.00
\$55,000 - \$82,500	\$42.00	\$235.00	\$160.00	\$328.00	\$253.00
\$82,501 - \$110,000	\$50.00	\$270.00	\$195.00	\$379.00	\$304.00
\$110,001 - \$137,500	\$59.00	\$288.00	\$213.00	\$425.00	\$350.00
\$137,501 - \$165,000	\$84.00	\$376.00	\$301.00	\$582.00	\$507.00
\$165,0001+	\$101.00	\$430.00	\$355.00	\$683.00	\$608.00
Kaiser Permanente					
<\$55,000	\$31.00	\$200.00	\$125.00	\$222.00	\$147.00
\$55,000 - \$82,500	\$36.00	\$210.00	\$135.00	\$251.00	\$176.00
\$82,501 - \$110,000	\$42.00	\$231.00	\$156.00	\$295.00	\$220.00
\$110,001 - \$137,500	\$47.00	\$247.00	\$172.00	\$328.00	\$253.00
\$137,501 - \$165,000	\$62.00	\$314.00	\$239.00	\$413.00	\$338.00
\$165,0001+	\$78.00	\$366.00	\$291.00	\$486.00	\$411.00
Delta Dental					
	\$0.00		\$0.00		\$0.00
Vision Service Plan - VSP					
	\$5.05		\$7.25		\$12.99
CONCERN - EAP					
Faculty & Staff	\$0.00		\$0.00		\$0.00

We are excited to engage with you via benefits@usfca.edu or at 415-422-2442 or

Drop-in Human Resources Office located at Lone Mountain Main, Room 339

Thursday, November 15 9:00 am - 4:30 pmFriday, November 16 9:00 am - 3:00 pm

or

Annual Benefits Fair located in the McLaren Conference Center

Wednesday, 10:00 am - 2:00 pm

November 7

Tips for Choosing Your USF Benefits

Before making your elections during the Benefits Open Enrollment, think about how you and your family use your benefits and if you needs are changing in the upcoming year. You may want to think about:

- Other coverage options in addition to the University's offerings for you and your dependent family members.
- o Any changes to your family status, including adding or removing dependents from your coverage.
- o Your family's health and unique healthcare needs for example, upcoming surgery, maternity, prescription drug needs, counseling needs.
- o How you may save money, for example, choose generic drugs when possible, use preferred laboratories, enroll dependents in only necessary coverage, for example a newborn may not need vision care.
- o If anyone in your family needs major dental work next year, consider a flexible spending account.

We look forward to engaging with you during Open Enrollment through November 16, 2012. We appreciate your participation and engagement.