



Michigan Tech University New Husky Flexible Benefit Plan 2019

October, 2018

BLG Objective – Full Flex Plan Development

In the fall of 2017 the Benefits Liaison Group (BLG) was charged with the following:

- To review and evaluate the current fringe benefit package
- To provide recommendations on fringe benefit plans to attract and retain exceptional faculty and staff talent.
- To provide an update annually to the campus community.

In June 2018 the BLG recommended and Administration approved:

- The University move to a Full Flexible Benefit Plan to offer choice and flexibility to faculty and staff addressing their individual needs.

Introducing Flexible Benefits

Michigan Tech is introducing the new Husky Flexible Benefit Plan for 2019

Why the change?

- Recognition that “one-size-fits-all” approach to benefits design does not meet the needs of today’s diverse workforce
- Desire to give employees greater choice and flexibility
- Enhance the University’s ability to attract and retain talent

What's New for 2019?

The Husky Flexible Benefit Plan will offer the following new benefits:

- A new shopping experience during open enrollment
- An additional High Deductible Health Plan is being added as a choice: Husky Care HDHP 2
- New Benefit Offering: Voluntary Critical Illness coverage
- New Benefit Offering: Voluntary Accident coverage
- All benefit eligible employees will receive the non-medical Tech provided benefit dollars
- Lower cost for PPO plan, no dependent contribution for Husky Care HDHP 1 or 2
- Open Enrollment is **mandatory** for all benefit eligible employees

The University is also introducing a new updated wellness program call Husky Health.

What's Not Changing?

- No change in benefit carriers
- No change in current plan designs
- The University will continue to fund benefits at the same level as 2018
- No change to matching retirement contributions of up to 7.5%

The University provided Core benefits

Core Benefits- Provided at No Cost to Eligible Employees

- Husky Care HDHP 1- Current HDHP Plan
- Short Term Disability
- Basic Life/Accidental Death and Dismemberment
- Basic LTD- 60% pay replacement
- Retirement Matching Contribution of up to 7.5%
- Employee Assistance Plan (EAP)



Optional Benefits and Other Voluntary Benefits

Optional Benefits- Pick and Choose your Medical plan

- Husky Care PPO- Buy Up
- Husky Care HDHP 2- lower cost

Pick and Choose your benefit options

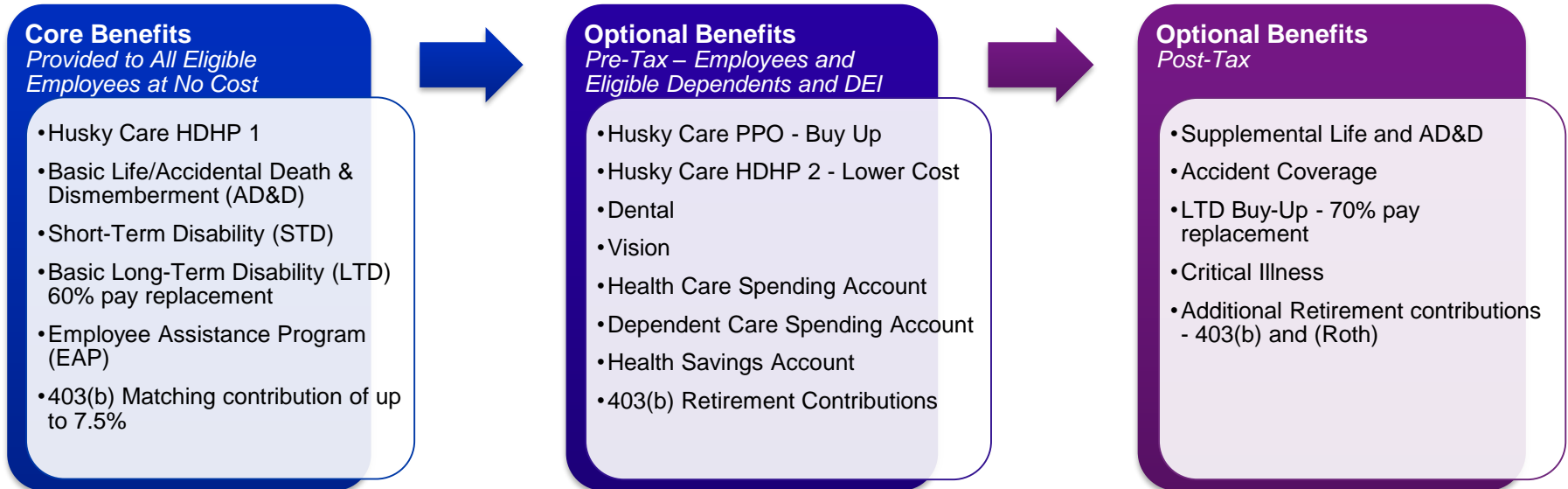
Pre-Tax

- Dental
- Vision
- Health Savings Account
- Health Care Flexible Spending Account
- Dependent Care Flexible Spending Account

Post-tax

- LTD Buy Up- 70%
- Supplemental Life and Accidental Death and Dismemberment (AD&D)
- Accident coverage
- Critical Illness coverage
- Retirement Contributions – 403(b) (Roth)

Flexible Benefit Plan Offerings



* Husky Care HDHP 1 & 2 are provided at no cost for dependents. To enroll dependents in coverage employee must complete online Open Enrollment.

Tech provided benefit dollars

- The University will provide eligible employees who enroll in Medical coverage with Tech provided benefit dollars based on the plan selected, and a separate Tech provided Optional benefit dollar allowance to be used for Core and Optional benefits.
- Employees who waive medical will receive the Tech provided Core and Optional benefit dollars.
- The actual amount will vary slightly based on an individual's salary due to the cost of the core benefits.
- The University will also provide benefit dollars to eligible dependents who are enrolled in one of the University's Medical Plans.

Monthly Employee Benefits Provided by The University Core Non-Medical Benefits – Paid for by The University (STD, LTD, Life/AD&D, EAP and **403(b) Match)	Approximately \$40* – varies slightly based on salary (**403(b) Match not included in the amount noted above)			
Medical Plan Options	PPO	HDHP-Plan 1	HDHP-Plan 2	Waive
Medical Cost Paid by the University Amount varies based on plan selected	\$395	\$395	\$360	\$0
Core Non-Medical Benefits – Paid for by the University (amount varies based on salary)	*\$40	*\$40	*\$40	*\$40
Optional benefit dollars Paid by the University Used to purchase Optional Benefits	\$65	\$65	\$105	\$65
Total Monthly Employee Benefits Provided by the University (Core, Medical and Optional benefit dollars)	\$500	\$500	\$500	\$105
Monthly Dependent Benefits Provided by the University	PPO	HDHP-Plan 1	HDHP-Plan 2	Waive
Medical Cost Paid by the University Amount varies based on plan selected	\$395	\$395	\$360	\$0
Optional benefit dollars Paid by the University Used to purchase Optional Benefits	\$0	\$0	\$35	\$0
Total Monthly Dependent Medical Benefit Cost and Optional benefit dollars Provided by The University for each covered Dependent	\$395	\$395	\$395	\$0

Open Enrollment

2019 Open Enrollment Dates: Monday, November 5 – Friday, November 30

This year will be a **mandatory ACTIVE** enrollment– All Faculty and Staff will be required to go through the enrollment process. If you do not enroll in benefits, you will be placed into single coverage in the Husky Care HDHP 1 and provided with Core benefits only. **Your coverage from 2018 will not automatically roll over to 2019.**

During Open Enrollment you can:

- Enroll or change Medical, Dental, or Vision coverage for next year
- Contribute to or change contributions to a HSA or Health Care FSA or Dependent Care Spending Account
- Enroll or change your optional employee life insurance, spouse and/or dependent life insurance, AD&D insurance, LTD buy-up coverage
- Enroll in the new Critical Illness or Accident Coverage

Dependent Eligibility and Status Changes

Who Can I Cover?

- Spouse
- Dependent Children to age 26
- Dependent Child with Disability
- Designated Eligible Individual (DEI)

What if Things Change During The Year?

Qualified Family Status Changes include circumstances such as:

- Marriage or divorce
- Birth or adoption of a child
- Legal guardianship
- Child turns age 26
- Death of a spouse or dependent child
- Loss/gain of insurance coverage through a spouse

Online Enrollment and Support

Online Enrollment

Employees will enroll in their benefits via MyMichiganTech portal. This is a new platform for enrollment. Open Enrollment will begin on **November 5 and will end on November 30**. All eligible employees are required to enroll. Be sure to consider your options carefully as you make your coverage elections.

There will be an automatic calculator adjusting your available Tech provided benefit dollars amount as you progress through the Open Enrollment process based on your benefit elections.

Online Enrollment and Support

Enrollment Support

Should you have questions on the benefit plans or the enrollment process, there is a call center to answer your questions. The Call Center will be available – November 12 through November 30 from 9:00 am to 6:00 pm Monday-Friday.

The Call center schedule is as follows:

Employees with Last Names A- J to Call-In November 13-16

Employees with Last Names K-Q to Call-In November 19-21

Employees with Last Names R-Z to Call-In November 26-28

Open to ALL to Call-In November 29-30

Onsite counselors will also be available on campus from November 12 through November 16. Employees may schedule an appointment or stop in to the Enrollment Café for assistance. Visit www.benefitsgo.com/MichiganThe University to schedule an appointment. Employees may begin scheduling appointments on October 31.

Medical Plan Comparison- In Network Services – Employee Responsibility

Plan Provision	Husky Care PPO	Husky Care HDHP 1	NEW Husky Care HDHP 2
Deductible	\$2,000 Per Person \$4,000 Family Max	\$1,750 EE Only \$3,500 Family	\$5,000 Per Person \$10,000 Family Max
Coinsurance	35%	35%*	0%*
TrOOP Maximum (True Out of Pocket)	\$3,000 Per Person \$6,000 Family Max	\$3,000 EE Only \$6,000 Family	\$5,000 Per Person \$10,000 Family Max
Preventative Care	0%	0%	0%*
PCP – Office Visit	35%	35%*	0%*
Specialist – Office Visit	35%	35%*	0%*
Emergency Room	\$75 Copay	10%*	0%*
Urgent Care	\$50 Copay	10%*	0%*
Prescriptions			
• Generic	10% (\$5 Min/\$20 Max)	10% After Deductible	0% After Deductible
• Brand	25% (\$10 Min/\$40 Max)	10% After Deductible	0% After Deductible
Monthly Employee Cost			
Employee	\$100	\$0	\$0
Per Dependent	\$100	\$0	\$0

*after deductible

Dental

Dental – Delta Dental

Benefit	Husky Dental 1			Husky Dental 2		
	Delta Dental PPO Dentist Plan Pays	Delta Dental Premier Dentist Plan Pays	Non-participating Dentist Plan Pays*	Delta Dental PPO Dentist Plan Pays	Delta Dental Premier Dentist Plan Pays	Non-participating Dentist Plan Pays*
Diagnostic and Preventive Services	100%	100%	100%	100%	100%	100%
Basic Restorative Services	80%	80%	80%	50%	50%	50%
Major Restorative Services	50%	50%	50%	50%	50%	50%
Orthodontic Services	50%	50%	50%	No coverage	No coverage	No coverage
Orthodontic Age Limit	Up to age 20	Up to age 20	Up to age 20	No coverage	No coverage	No coverage
Monthly Cost Per Member	\$28			\$25		

Vision

Vision – Davis Vision

In-Network Benefits	This Chart Reflects Employee Costs
Office Visit – Once per calendar year	\$10 copay
Lenses or Contacts – Once every calendar year	Davis Vision's collection- Covered in full
Frames – Once every 2 calendar years	Davis Vision's collection- Covered in full; \$200 Allowance if not Davis Vision Frames
Safety Glasses – Employee Only	Covered in full every 2 calendar years from any Fashion, Designer or Premier frame from the Davis Vision Safety Collection
Monthly Cost Per Person – Employee & Dependents	\$9.43

Spending Accounts

Health Savings Account

- Husky Care HDHP 1 & 2

2019 Annual Maximums

Individual HSA Max \$3,500

Family HSA Max \$7,000

Health Care Flexible Spending Account

- Husky Care PPO

Health FSA Max \$2,650

Dependent Care Flexible Spending Account

- All Benefit Eligible Employees

FSA Dependent Care Max \$5,000

Disability Coverage

Provides income replacement in the event of an illness or injury that is not work-related.

Core Benefits:

- Short-Term Disability Insurance- 70% of wages, up to \$3,000 per week
- Long Term Disability Insurance- 60% of wages up to \$5,000 per month

Optional Benefit:

- Voluntary Long-Term Disability Buy-up- 70% of wages up to \$10,000 per month



Basic Life and Accidental Death & Dismemberment

The University provides all benefit eligible employees with basic term life and accidental death and dismemberment, in the amount of \$5,000 at no cost to the employee.

Optional voluntary life and voluntary AD&D coverage is available for employees and to supplement the Core benefit provided by the University.

Voluntary spouse and dependent life is also available. You must purchase voluntary life coverage on yourself, in order to purchase this coverage for your spouse or children.

New-Voluntary Products offered by Securian

- Voluntary Accident Coverage

- Voluntary Critical Illness Coverage



What is Accident Coverage?

Accident Coverage provides a lump-sum cash payment directly to you regardless of income, expenses incurred or other insurance coverage if you're injured in a covered accident.



Top five causes of nonfatal injury

- 1 A fall
- 2 Overexertion
- 3 Struck by/against object
- 4 Motor vehicle occupant
- 5 Cut/pierced

Among U.S. adults 35-54, National Center for Injury Prevention and Control, 2016

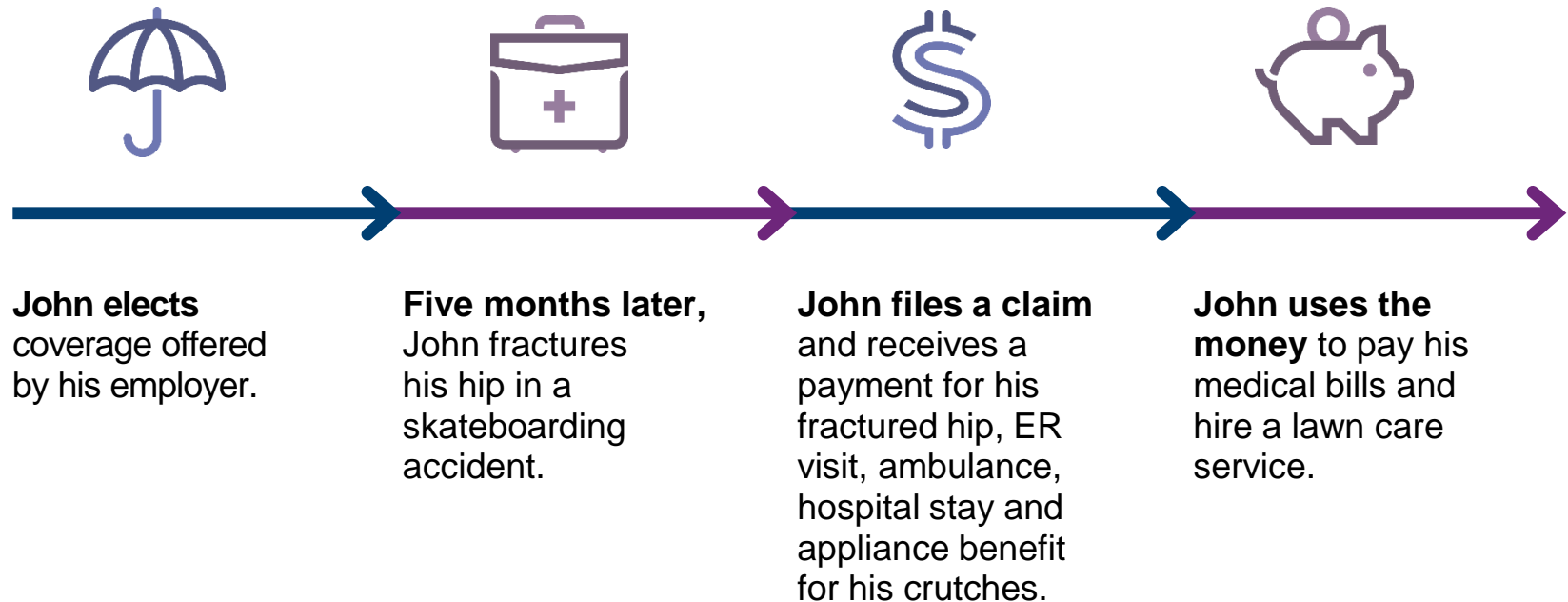
What's covered under Accident Coverage?

	Benefit	Benefit amount available
Injury	Dislocation	Up to \$5,000
	Fracture	Up to \$7,500
	Paralysis	Up to \$40,000
	Child organized sports injury	\$100
	Gunshot wound	\$200
	Lacerations	Up to \$300
Emergency care	Ambulance (air, ground or water)	Up to \$2,000
	Emergency room treatment	\$200
	Blood, plasma or platelets	\$225
Hospital care	Initial	\$750
	Daily	Up to \$395
Surgery	Tendon, ligament or rotator cuff	Up to \$1,250
Follow-up care	Adaptive home and vehicle	\$500
	Appliances	\$150
	Rehabilitative therapy	\$350
Support care	Adult companion lodging	\$75 per day

Product availability and features may vary by state.

How Accident Coverage Works?

Below is an example of how benefits under the accident insurance policy might be paid:*



* Actual experience and benefit payouts may vary from this example.

How much does Accident Coverage cost?

	Monthly cost
Employee only	\$11.09
Employee and spouse	\$22.21
Employee and child(ren)	\$29.03
Employee and family	\$42.18



Voluntary Critical Illness Coverage

- Critical illness insurance provides a lump sum cash benefit directly to you if you are diagnosed with a covered condition
- You can spend the money on any expenses
- Benefits are paid at a percentage of the amount of coverage elected based on the covered condition diagnosis.
- The University Employees have a choice of either a \$10,000, or \$20,000 benefit
- Rates are based on age and nicotine use
- Spouse benefit of 50% of employee benefit, child benefit is 25%
- Portable coverage; keep it even if your employment ends



What's covered under the Critical Illness coverage?

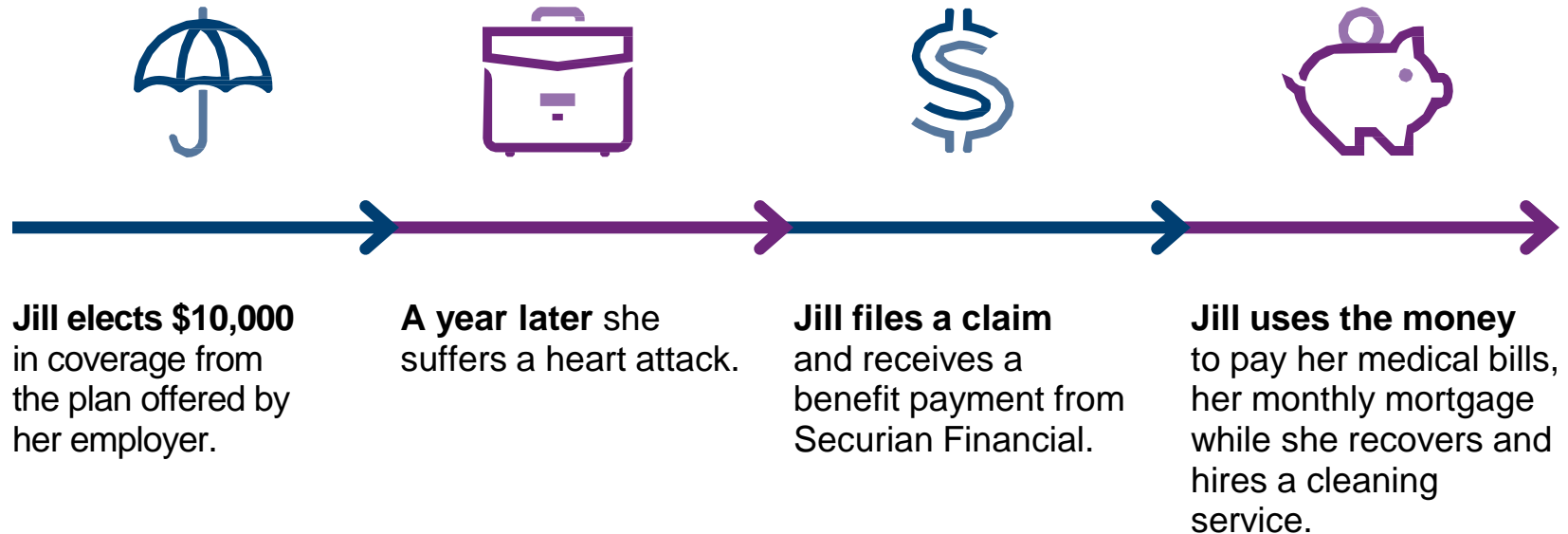
All pay at 100% of coverage amount unless otherwise indicated

- Full benefit cancer
 - Heart attack
 - Stroke
 - Major organ failure
 - Kidney failure
 - Coronary artery disease needing surgery (25%)
 - Partial benefit cancer (25%)
 - ALS
 - Alzheimer's Disease
 - Benign brain tumor
 - Blindness
 - Coma
 - Loss of speech or hearing
 - Multiple sclerosis
 - Occupational HIV
 - Parkinson's disease
 - Paralysis
 - Severe burns
- Child Conditions**
- Cystic Fibrosis
 - Cerebral Palsy
 - Muscular Dystrophy

Product availability and features may vary by state.

How Critical Illness Coverage works?

Below is an example of how benefits under the critical illness insurance policy might be paid:*



* Actual experience and benefit payouts may vary from this example.

Critical Illness Cost Scenarios

30-year-old non-nicotine using faculty and staff elects the following:

Coverage \$10,000	Employee only	Employee and spouse	Employee and child	Employee and family
Monthly rate	\$5.93	\$9.98	\$6.75	\$10.99

40-year-old non-nicotine using faculty and staff elects the following:

Coverage \$20,000	Employee only	Employee and spouse	Employee and child	Employee and family
Monthly rate	\$21.70	\$33.82	\$23.34	\$35.85

50-year-old non-nicotine using faculty and staff elects the following:

Coverage \$20,000	Employee only	Employee and spouse	Employee and child	Employee and family
Monthly rate	\$45.86	\$71.40	\$47.51	\$73.43

How Will the Flex Benefit Options Work?

- **Example 1:** Single Coverage HDHP 1 with Dental, Vision and HSA
- **Example 2:** Single Coverage HDHP 2 with Dental, Vision, HSA and Critical Illness
- **Example 3:** Family Coverage PPO with Dental and Vision
- **Example 4:** Family Coverage HDHP 1 with Dental, Vision, HSA, Critical Illness and Accident Insurance
- **Example 5:** Opt Out – Non-Medical Tech Provided Benefits
- **Example 6:** Dual Spouse – Non-Medical Tech Provided Benefits

Sample Elections - Single

		Elections	Employee Choice/ # of Dependents	Monthly Benefit Cost	Monthly University Provided Benefit	Monthly Net Cost to Employee
		Medical	Employee:HDHP1 Dependent: 0	\$395	\$395	\$0
		Core Non-Medical	Employee: STD, LTD, Life/AD&D, EAP Dependent: 0	*\$40	*\$40	\$0
		Waive	N/A	---		
Pre-Tax		Tech provided benefit dollars for Optional Benefits			*\$65	
		Dental	Husky Dental 2	\$25		\$0
		Vision	Vision	\$9.43		\$0
		HSA Contribution	HSA Contribution	\$50		\$19.43
		FSA Contribution				
		Dependent Care FSA Contribution				
Post-Tax		Voluntary Life				
		AD&D				
		Long Term Disability				
		Accident				
		Critical Illness				
Total		Total Pre-Tax		\$519.43	\$500	\$19.43
		Total Post-Tax		\$0		

Approximately \$40* – varies slightly based on salary

Sample Elections – Single Age 34

		Elections	Employee Choice/ # of Dependents	Monthly Benefit Cost	Monthly University Provided Benefit	Monthly Net Cost to Employee
Pre-Tax		Medical	Employee:HDHP2 Dependent: 0	\$360	\$360	\$0
		Core Non-Medical	Employee: STD, LTD, Life/AD&D, EAP Dependent: 0	*\$40	*\$40	\$0
		Waive	N/A	---		\$0
		Tech provided benefit dollars for Optional Benefits			*\$100	
		Dental	Husky Dental 1	\$28		\$0
		Vision	Vision	\$9.43		\$0
		HSA Contribution	HSA Contribution	\$75		\$12.43
		FSA Contribution				
		Dependent Care FSA Contribution				
	Post-Tax		Voluntary Life			
		AD&D				
		Long Term Disability				
		Accident				
		Critical Illness	\$10,000	\$6		\$6
Total		Total Pre-Tax		\$512.43	\$500	\$12.43
		Total Post-Tax		\$6		\$6

Approximately \$40* – varies slightly based on salary

Sample Elections – Family

Elections		Employee Choice/ # of Dependents	Monthly Benefit Cost	Monthly University Provided Benefit	Monthly Net Cost to Employee
Pre-Tax	Medical	Employee: PPO Dependent: 2	\$1,485	\$1,185	\$300
	Core Non-Medical	Employee: STD, LTD, Life/AD&D, EAP Dependent: 0	*\$40	*\$40	\$0
	Waive	N/A	---		\$0
Tech provided benefit dollars for Optional Benefits				*\$65	
Pre-Tax	Dental	Husky Dental 2	\$75		\$10
	Vision	Vision	\$28.29		\$28.29
	HSA Contribution				
	FSA Contribution				
	Dependent Care FSA Contribution				
Post-Tax	Voluntary Life				
	AD&D				
	Long Term Disability				
	Accident				
	Critical Illness				
Total	Total Pre-Tax		\$1,628.29	\$1,290	\$338.29
	Total Post-Tax		\$0		

Approximately \$40* – varies slightly based on salary

Sample Elections – Family 43 year old employee

		Elections	Employee Choice/ # of Dependents	Monthly Benefit Cost	Monthly University Provided Benefit	Monthly Net Cost to Employee
Pre-Tax		Medical	Employee:HDHP1 Dependent: 5	\$2,370	\$2,370	\$0
		Core Non-Medical	Employee: STD, LTD, Life/AD&D, EAP Dependent: 0	*\$40	*\$40	\$0
		Waive	N/A	---		\$0
		Tech provided benefit dollars for Optional Benefits			*\$65	
		Dental	Husky Dental 2	\$150		\$85
		Vision	Vision	\$56.58		\$56.58
		HSA Contribution	HSA Contribution	\$100		\$100
		FSA Contribution				
		Dependent Care FSA Contribution				
	Post-Tax		Voluntary Life			
		AD&D				
		Long Term Disability				
		Accident	Family Coverage	\$42		
		Critical Illness	Family \$10,000 nonsmoking	\$20		
Total		Total Pre-Tax		\$2,716.58	\$2,475	\$241.58
		Total Post-Tax		\$62		\$62

Approximately \$40* – varies slightly based on salary

Sample Elections – Single

		Elections	Employee Choice/ # of Dependents	Monthly Benefit Cost	Monthly University Provided Benefit	Monthly Net Cost to Employee
		Medical	Employee: Opt Out Dependent: 0	\$0	\$0	\$0
		Core Non-Medical	Employee: STD, LTD, Life/AD&D, EAP Dependent: 0	*\$40	*\$40	\$0
		Waive	N/A	---		\$0
		Tech provided benefit dollars for Optional Benefits			*\$65	
Pre-Tax		Dental	Husky Dental 2	\$25		\$0
		Vision	Vision	\$9.43		\$0
		HSA Contribution				
		FSA Contribution				
		Dependent Care FSA Contribution				
Post-Tax		Voluntary Life				
		AD&D				
		Long Term Disability				
		Accident				
		Critical Illness				
Total		Total Pre-Tax		\$74.43	\$105	\$0
		Total Post-Tax				

Approximately \$40* – varies slightly based on salary

The employee will receive *\$30.57 in taxable income from the non-medical tech provided benefit dollars

Sample Elections – Dual Spouse

		Elections	Employee Choice/ # of Dependents	Monthly Benefit Cost	Monthly University Provided Benefit	Monthly Net Cost to Employee
		Medical – Covered under Michigan Tech Spouse	Employee: Opt Out Dependent: 0	\$0	\$0	\$0
		Core Non-Medical	Employee: STD, LTD, Life/AD&D, EAP Dependent: 0	*\$40	*\$40	\$0
		Waive	N/A	---		\$0
		Tech provided benefit dollars for Optional Benefits			*\$65	
Pre-Tax		Dental				
		Vision				
		HSA Contribution				
		FSA Contribution				
		Dependent Care FSA Contribution				
Post-Tax		Voluntary Life				
		AD&D				
		Long Term Disability				
		Accident				
		Critical Illness				
Total		Total Pre-Tax			\$105	\$0
		Total Post-Tax				

Approximately \$40* – varies slightly based on salary

The employee is covered under their spouse with Michigan Tech Medical Coverage. The employee will receive *\$65 in taxable income from the non-medical tech provided benefit dollars

New Husky Health Program

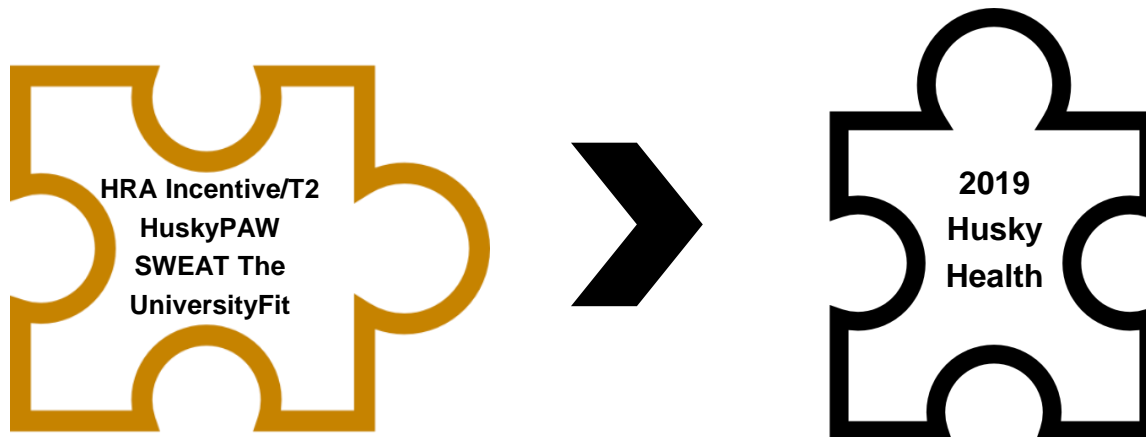
Introducing NEW Husky Health for 2019!



The University is combining their current wellness programs into a new, incentivized, program for 2019 called **Husky Health**.

The University encourages and rewards faculty and staff to live a healthy lifestyle. Husky Health is a voluntary, financial incentive program available to all benefits eligible employees. Faculty and staff do not need to be enrolled in a BCBSM The University health plan to participate.

Active, benefits-eligible employees taking an active role in their personal health and well-being *can now earn up to \$450*.



New Husky Health Program

Starting in 2019 – 3 Options to Earn Up to \$450



Option 1 *Earn \$200*

Get a Blue Cross Blue Shield of MI health assessment and an annual physical

Option 2 *Earn up to \$150*

Complete an approved health program or screening

Examples include a dental exam and cleaning, vision exam, flu shot, Lunch & Learn, and donating blood

Option 3 *Earn up to \$100*

Do an *approved* physical activity or nutrition challenge, event or program

Examples include commuting by foot or bicycle, taking a fitness class, or having a fitness or skiing membership, or trails pass

NOTE: For complete details, FAQs and approved options, head to mtu.edu/hr/current/benefits/wellness. **All items must be completed by September 30, 2019 to be eligible for the program and payout.**

Open Enrollment Reminders

Open Enrollment opens November 5 and closes November 30

All employees need to enroll for 2019, or they will default to Core coverage only

Enrollment Questions

- Call Center Support November 12 – November 30
- Onsite Counselors will be on campus from November 12 – November 16

