



## Affinity Group 3

### September 5, 2017

- The University of Wisconsin Service Center will*
- *Serve...the people of the University of Wisconsin System*
  - *Collaborate...by being supportive and constructive*
    - *Act with Integrity...always and in all matters*

# Agenda

- BN:
  - Group Insurance Board Updates
  - BAS Update: WRS Benefit Plan Changes
  - ABE Preparation
  - ABE Administrator Landing Page
  - ABE Email Template
  - Benefits Landing Page
  - ACA Processing
- PY:
  - Payline Request Templates
  - 9M Processing Schedule
  - Calendar Review
  - Institutional Feedback

# August 30<sup>th</sup> GIB Summary

- Group Insurance Board (GIB) met August 30<sup>th</sup>.
- Next few slides will go over summary of approved changes and updates for State Group Health, Dental WI, EPIC Benefits+ and State Group Life for 2018 from the August 30<sup>th</sup> meeting.
- Full review of all benefit program changes for 2018 will be provided during Annual Benefits Enrollment (ABE) Training on September 29.

# GIB– State Group Health Changes for 2018

## Health Plan / Health Plan HDHP Changes

### Health Plans No Longer Available

1. Anthem Blue Preferred Northeast
2. Arise Health Plan
3. Health Tradition Health Plan
4. Humana Eastern
5. Humana Western
6. UnitedHealthcare

- Premiums are unknown at this time.

### Other Health Plan Changes

1. Network Health Northeast and Network Health Southeast will be combined into one health plan called ***Network Health***.
2. Gundersen and Unity-Community will be offered under the name **Quartz-Community**.
3. Unity-UW will be offered under the name **Quartz-UW Health**.
4. Physicians Plus will be offered under either *Quartz-Community* or *Quartz-UW-Health*, based on subscriber's primary care provider on file.

## Access Plan / Access Plan HDHP Changes

- WEA Trust replaces WPS as the administrator for both Access Plan and State Maintenance Plan (SMP).
- Covered services will align with Uniform Benefits.
- In-Network coverage will also align with Uniform Benefits.
- Out-of-Network coverage will remain the same as 2017.
- Employee Contributions are unknown at this time.

# GIB– Pharmacy Changes for 2018

- CVS (including Target pharmacies) and certain out-of-state pharmacies are no longer in-network.
- No longer covered– certain over-the-counter medications
  - Such as steroid nasal sprays like Flonase for non-Medicare participants
- New mandatory specialty pharmacies
  - Level 4 prescriptions **must** be filled at Lumicera or the UW Specialty Pharmacy
- New Mail order pharmacy: Serve You
  - Replacing WellDyneRx.
  - Navitus will mail information to current participants.

# GIB– Well Wisconsin \$150 Incentive in 2018

- To earn the \$150 incentive, you will need to complete
  - Screening
  - Assessment
  - NEW: Third engagement activity through StayWell
- 2018 participation will also determine eligibility for a 2019 premium reduction. 2019 premium reduction will increase if both you and your spouse participate in the 2018 Well Wisconsin program.

# GIB– Dental Wisconsin Changes for 2018

- Annual maximum benefit increased from \$1,000 to \$1,250
- NEW: No waiting periods for basic and major restorative services
- Orthodontic waiting periods:
  - 12-mo (if enroll as new hire or enroll due to life event; **no change**);
  - 24-mo (if enroll during ABE; **this is a change for 2018– previously 12-mo**)
  - NEW: Orthodontic waiting periods may no longer be waived with creditable coverage.
- Dental WI Select premiums ↑ | Dental WI PPO premiums ↓
- Special Enrollment Opportunity for 2018 during ABE:
  - Employees who enroll during ABE will be subject to graduated dental benefits:
    - 2018: \$600
    - 2019: \$800
    - 2020: \$1,250 (full benefit)



# GIB– EPIC Benefits+ Changes for 2018

- No changes to benefits
- Orthodontic waiting periods:
  - 12-mo (if enroll as new hire or enroll due to life event; **no change**);
  - 24-mo (if enroll during ABE; **no change**)
  - NEW: Orthodontic waiting periods may no longer be waived with creditable coverage.
- EPIC Benefits+ premiums ↓
- Special Enrollment Opportunity for 2018 during ABE:
  - Employees who enroll during ABE will be subject to graduated dental benefits:
    - 2018: \$750
    - 2019: \$1,000
    - 2020: \$1,500 (full benefit)

# GIB– 2018 Dental WI and EPIC Benefits+ Rates

Benefit Plan	Employee Only (Single)		Employee + Spouse		Employee + Child(ren)		Family	
	2017	2018	2017	2018	2017	2018	2017	2018
Dental Wisconsin — Select Plan	\$20.52	\$21.04	\$42.18	\$43.24	\$48.68	\$49.90	\$71.58	\$73.36
Dental Wisconsin — PPO Plan	\$24.60	\$22.38	\$52.08	\$47.40	\$58.22	\$52.98	\$88.02	\$80.10
EPIC Benefits+ — <i>without</i> Vision	\$21.56	\$21.38	\$43.12	\$42.76	\$43.12	\$42.76	\$64.68	\$64.14
EPIC Benefits+ — <i>with</i> Vision	\$25.60	\$25.02	\$50.24	\$49.16	\$50.24	\$49.16	\$75.16	\$73.58

# GIB– State Group Life

- Annual review completed to determine rates for new plan year (begins April 1 of each year)
  - No changes to premiums effective April 1, 2018

# More information

- Full review of all benefit program changes for 2018 will be provided during Annual Benefits Enrollment (ABE) Training on September 29.
- **ABE Training, September 28 and 29, 2017**
- ETF It's Your Choice Kick-Off meeting will be held the morning of September 28
- ABE Training for administrators on Thursday, September 28 afternoon and Friday, September 29 morning.

## SGH Plans Going Away

- 9/22-9/24, the Benefits Team will:
  - use Cancel Coverage – IYC as enrollment code/reason effective 1/1/2018
  - move SGH coverages to ‘waive’
- Benefit Administrators will see new rows out on Enroll in Benefit pages for coverage begin date 1/1/2018.
- Employees can see this on their Benefit Summary as of 1/1/2018.
- When employees use ABE self-service, they will see SGH as waived.

## SGH Health Opt Out

- 9/22-9/24 the Benefits Team will:
  - use Cancel Coverage – IYC as enrollment code/reason effective 1/1/2018
  - move SGH Health Opt Out coverages to ‘waive’
- Benefit Administrators will see new rows out on Enroll in Benefit pages for coverage begin date 1/1/2018.
- Employees can see this on their Benefit Summary as of 1/1/2018.
- When employees use ABE self-service, they will see SGH as waived.

# ABE Preparation

Remember to complete all events found in the following WED Reports & Other Reports by 9/22 in preparation for ABE:

- New Hire Hold WED
- MSC Event Evaluation Report
- BAS Open Action Required WED
- ABBR WED Reports
  - ABBR Mismatch, ABBR Unrounded
- ICI & SGL WED Reports
  - ICI ABBR, ICI CoElect, ICI Missing Enrollment, SGL ABBR

# ABE Preparation

Impacts of not working these reports prior to the OE special weekend & OE weekend:

Employees will not be

- able to make any OE elections
- enrolled in UIA
- enrolled in new WRS Retirement Plans
- moved to new Quartz or Network Plans
- removed from Health Opt Out



# ABE Administrator Landing Page

- ABE Administrator landing page updates
- Provides many ABE resources
- Check page often
  
- **Navigation:** [HRS Administration](#) → [Benefits](#) → [Annual Benefits Enrollment Period](#) → [ABE Administrator Landing Page](#)
- **URL:** <https://uwservice.wisconsin.edu/administration/abe>

# ABE Administrator Landing Page



The screenshot shows the ABE Administrator Landing Page. On the left is a dark red sidebar with the University of Wisconsin System logo and a 'Related Topics' section containing a link to the 'Benefits page'. The main content area features the title 'ABE for Administrators' and a navigation menu with tabs for 'Process Timeline', 'Calendar', '2018 Changes', 'Resources', 'Communication Schedule', and 'Communications'. The 'Process Timeline' tab is active, displaying a list of months from September 2017 to December 2017.

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## ABE for Administrators

[Process Timeline](#) [Calendar](#) [2018 Changes](#) [Resources](#) [Communication Schedule](#) [Communications](#)

- September 2017
- October 2017
- November 2017
- December 2017

**Related Topics**

[Return to Benefits page](#)

# Annual Benefits Enrollment - Email Template

- On **9/8** campuses will receive an Annual Benefits Enrollment (ABE) email template to distribute to employees regarding the upcoming ABE period. A spreadsheet of recipients and email addresses will be included.
- The intent of the email is to notify employees of ABE dates and let them know they will be receiving emails before and during ABE from the address: **UWSystemHR**.
  - Email can be customized to include campus benefits fair and contact information.
- Please send this out by **9/13**, ahead of the **9/22** ABE Alert email being sent to employees from the **UWSystemHR** address.
- The ABE administrator page includes a complete listing of all email communications planned during the ABE period.
- Campuses will receive advance copies of all emails and an accompanying spreadsheet of recipients.

# New Benefits Landing Page

- Reports & Queries Landing Page
  - Master List of Reports
  - Master List of Queries
  - Fields can be filtered
  - Resource Tab
  - Benefit Administrator Deadlines and Checklists
- Navigation:
  - <https://uwservice.wisconsin.edu/administration/benefits-reports-queries>

# Reports & Queries Landing Page

**Premiums** +

- SC Web
  - [Benefit Plan Premiums](#)
  - [Historical Benefit Plan Premiums](#)
- KB Docs
  - [Benefit Plan Codes](#)

**Reports & Queries** +

- SC Web
  - [Reports & Queries Landing Page](#)
  - [Benefit Administrator Deadlines and Checklists](#)

**Sick Leave Certification** +

- SC Web
  - [Sick Leave Credit Estimator](#)
  - [Classified Employee Annual Leave Conversion Options Form](#)
  - [Classified Employee Annual Leave](#)

Expand

**State Group Health Insurance** +

- SC Web
  - [ETF State Group Health Interface](#)
- ETF Resources
  - [Group Health Insurance](#)

**State Group Life Insurance** +

- SC Web
  - [State Group Life Premiums Lookup tool](#)
  - [State Group Life Premiums Calculator](#)
  - [State Group Life Employee Premium Notice](#)
- ETF Resources

Expand

**Summer Prepay** +

- SC Web
  - [Summer Prepay Landing page](#)
- Policy Help
  - [Summer Prepay Deductions and Summer Session Benefits Eligibility](#)

## Benefits Reports and Queries

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Reports and Queries Resources

Select All  Show All Details 36 found.

**Category:**

- Deductions
- ICI
- New Hire
- WRS
- Enrollments
- Job Changes
- Prepay
- Event Maintenance
- Leave of Absence
- Worker's Compensation

**Report Type:**

- Web
- Report
- Query

# Benefit Administrators Checklist and Deadlines

- One-stop checklist for Benefit Administrator processing and deadlines of reports and queries
- Shows what report or query needs to be worked when—in relation to payroll calcs or non-payroll weeks
- Has links to KBs, benefit calendars, and landing pages
- Navigation:
  - <https://uwservice.wisconsin.edu/docs/publications/campus-benefit-admin-deadlines-checklists.pdf>
- Note\* ABE Landing Page link is still showing ABE 2017 information. Page will be updated once ABE 2018 information is released.