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Welcome!

HR FORUM



August 10, 2011, Human Resource Services

Agenda

- Open Enrollment Update
- 3% ATB Increase
- Debit Cards In Place of Checking Accounts
- Benefit Changes
- Important Dates



2011 Open Enrollment Information



2011 Open Enrollment (OE)

- OE Dates: 9/26 thru 10/21 at 6:00 pm EST
- Benefits Fair 10/7 @ the Touchdown Terrace 9-4 pm
- Make sure your address is current in myUFL by early Sept.

2012 Plan Year Changes

- Each county will have only one designated HMO
- For the Gainesville area our HMO provider will be Avmed
 - Employees currently enrolled in HMOs no longer offered in their home or work county-- the state will automatically enroll you in the Blue Cross Blue Shield PPO Plan effective 1/1/2012
- If you don't want the default enrollment into BCBS/PPO, you will need to actively make a selection during OE to choose the designated HMO provider for your area



2011 Open Enrollment

- Effective 1/1/2012, Medco will replace Caremark as the Pharmacy Benefits Manager (PBM) and will be the PBM for all HMOs (except the CHP Medicare Advantage plan)
 - Both HMO and PPO members will carry two member ID cards: one for their medical benefits and one for the pharmacy benefits

- Long Term Disability Providers changing 9/1/11 from Unum to Standard Insurance Co.
 - Plan offers enhanced benefits and lower rates
 - This year, the plan will offer a true guarantee issue/open enrollment for those who are not currently in the plan
 - Open enrollment changes into the plan will take effect 1/1/2012



3% ATB Increase



3% ATB Eligibility Criteria

- The 3% ATB will be implemented for employees earning \$75,000 and below effective September 16 (PPE 9/29). (January for employees above \$75,000)
- Employees must be hired prior to 7/1/11
- 3% ATB increase subject to union negotiations for in unit employees
- Employees not subject to the 3% retirement contribution deduction would not be eligible to receive the ATB increase:
 - Employees in DROP
 - Employees who previously took a distribution from a state of Florida Retirement Plan and were not eligible to participate in a state retirement plan when reemployed
 - UF Employees who participate in a federal retirement program



Tentative Timeline

- Effective 9/16 (PPE 9/29)
- 9/10 – 9/19 – Department review
- 9/23 – Loaded into Job Data
- 10/7 – 3% ATB increase in paychecks



Debit Cards In Place of Checking Accounts



Benefit Changes



Important Dates

- **September 7th** – Next HR Forum
- **September 26th to October 21st** – Open Enrollment





Thank you for attending!

