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 7**th – Next HR Forum
• **September 26**th to **October 21**st – Open Enrollment
Thank you for attending!