

20 April 2018

Dear Faculty & Staff,

The University has entered its season of benefits open enrollment for fiscal year 2018-2019. Starting today, changes may be submitted to us for Health Insurance (Medical/Dental/Vision), Flexible Spending, Life Insurance, and Long-Term Disability Coverage for the next plan year. **Note: If you do not want to change any of your current benefits you do not need to submit anything at this time unless you have a Flexible Spending Account (this is renewed each year).**

For your convenience, we have all applicable open enrollment information online at <http://suu.edu/ad/hr/open-enrollment.html>. Links to premium amounts, forms, and what types of changes can be made can be found on this page. The red text will link you directly to the form itself; each can be completed through Adobe Reader, then signed and returned (by June 1) to our office or by using the following secure link: <https://my.suu.edu/secure/upload/suubenefits>. Additional information about the University's benefit offerings can be found online at <http://suu.edu/ad/hr/benefits.html>.

The University has reviewed our health plans for the upcoming fiscal year. Based on utilization of current membership, the University faces a 7% premium increase on both the Traditional and High Deductible Health Plans. Additionally, there will be a 3% premium increase for the University Dental Plan. The Legislative Session allocated funding to cover only a small percentage of premium increases. The following is a summary of the premium changes that have been approved by President's Council.

1. Premium Changes (Medical): employee-paid medical premium increases for the 2018-2019 fiscal year (for all employees 0.75 FTE and above):
 - a. Traditional Single: increase of \$4.00 per pay period from \$55.00 to \$59.00 total premium per pay period
 - b. Traditional Two-Party: increase of \$9.00 per pay period from \$125.00 to \$134.00 total premium per pay period
 - c. Traditional Family: increase of \$13.00 per pay period from \$180.00 to \$193.00 total premium per pay period
 - d. HDHP Single: increase of \$1.50 per pay period from \$22.00 to \$23.50 total premium per pay period. All employee-paid premiums will continue to be redistributed to the employee's HSA.
 - e. HDHP Family: increase of \$4.50 per pay period from \$63.00 to \$67.50 total premium per pay period. All employee-paid premiums will continue to be redistributed to the employee's HSA.
2. Premium Changes (Dental): employee-paid medical premium increases for the 2018-2019 fiscal year (for all employees 0.75 FTE and above):
 - a. Single: increase of \$.40 per pay period to \$3.10 total premium per pay period
 - b. Two-Party: increase of \$.80 per pay period to \$5.70 total premium per pay period
 - c. Family: increase of \$1.50 per pay period to \$10.60 total premium per pay period
3. There are no increases for the University's vision insurance premiums.

Please contact Human Resources with any questions at suubenefits@suu.edu.