Welcome to New Employee Benefit Orientation

To print/review the materials for today’s orientation go to:
http://hrs.wsu.edu/new-employee-information

2017 Employee Benefits Orientation
An overview and highlights of the Public Employee Benefits Board (PEBB) plans available to WSU benefits-eligible employees.

Presented by Human Resource Services
http://hrs.wsu.edu/new-employee-information
Updated April 2017

Agenda

Introduction and Common Questions
Medical Plans
  • How the plans work
  • Classic & Value Managed Care Options
  • Classic Preferred Provider Organization (PPO)
  • Accountable Care Plans (PPO)
  • CDHP with HSA

Pre-tax Spending Arrangements
Dental Plans
Life Insurance
Long Term Disability Insurance (LTD)
Additional Benefits and Resources
The Public Employees Benefits Board (PEBB) provides the Washington State employee benefits package, which is administered by the Health Care Authority (HCA).

HCA will send periodic mailings in regards to Open Enrollment periods, dependent eligibility and various other topics. You can find detailed plan information and resources at: [www.hca.wa.gov/pebb](http://www.hca.wa.gov/pebb)

### PEBB Employee Enrollment Guide & Resources

- [Contact Information for Providers](#) (pg. 2-3)
- [Selecting a PEBB Medical Plan](#) (pgs. 25-28)

**Information**
- [WSU Announcements](#)
- [WSU News](#)
- [Email Forwarding](#)

**HRS Office:** (509) 335-4521 – Monday – Friday 8-5
Common Questions

When does coverage begin?

If forms are submitted after your effective date, you are still covered, but may not yet be reflected as covered when you seek services. Once all forms are processed, coverage will retroactively go into effect. Retroactive premiums will also be deducted from the effective date.

Who can I cover?

**ELIGIBLE DEPENDENTS**

**Spouse/State Registered Domestic Partner**
- Lawful spouses
- Registered domestic partners from other states/countries
- Registered domestic partners in Washington
  - One partner must be at least age 62

**Children**
- Biological, step, adopted, and children under legal obligation
- Up to age 26, regardless of student or IRS dependent status
- Disabled children, incapable of self-support, may be able to be carried beyond age 26
When will I get my ID cards?

Medical ID cards are sent out about 2-3 weeks after enrollment forms have been submitted.
- Employee ID cards are sent first
- Dependent ID cards are sent in a separate mailing

Please note: You will not receive a dental ID card from Uniform Dental.

How do I enroll or waive coverage?

Benefit Acknowledgement Form (BAF)
- Includes due dates for submitting enrollment forms
- Enrollment forms are in the back section of your Employee Enrollment Guide.

Option to waive coverage (pg. 17)
- Employees must submit their enrollment form to HRS to waive coverage
- Employee must have other employer-based medical coverage
- Medical coverage can be waived, while dental coverage cannot

You must provide Dependent Verification to enroll dependents.

Please Note: Employees who do not submit their enrollment form within 31 calendar days of hire, will be defaulted to Uniform Medical Plan Classic and Uniform Dental Plan, employee only coverage.

What If I Am Already Enrolled in PEBB Medical/Dental Coverage?

PEBB does not allow dual enrollment within the Washington State PEBB network.

If you are already enrolled in PEBB coverage as a dependent under your spouse's, state-registered domestic partner's, or parent's plan, you may either choose to:
- Waive PEBB medical coverage, and stay enrolled under your spouse's, partner's, or parent's medical plan. You must then be removed from your spouse, partner's or parent's dental coverage.
- Enroll in PEBB medical coverage under your own account, and have your spouse, partner or parent remove you from their medical coverage. You must also then be removed from your spouse, partner's or parent's dental coverage.
When Can I Make Changes to Coverage?

During the Annual Open Enrollment
- Occurs each November
- Changes Effective January 1 of the following year

During Special Open Enrollments
- Defined as a Special Open Enrollment Event (see pgs 14-16)
- Must request change within 60 calendar days of the event
- Delay in submission will result in delay in coverage or the ability to make the change

How Does the Affordable Care Act (ACA) Affect Me?
- Effective January 1, 2014, most individuals are required to have health insurance coverage.
- Health insurance offered to benefit-eligible WSU Faculty, Staff and non-student hourly employees has been determined to meet and/or exceed the coverage standards identified by the ACA.
- If you are currently enrolled in a Marketplace Plan you may no longer be eligible for that plan. Contact the Administrator as soon as possible.

Webpage Resources
hrs.wsu.edu/aca
*Healthcare.gov

Medical Plan Details
All Plans Provide

- No lifetime maximum
- No pre-existing condition restrictions or waiting periods
- Vision benefits
- Preventative health benefits
- Emergency or Urgent Care, outside of provider network

Please Note: Today we will be talking about our employee benefit plans, and while we try and be as accurate as possible in our presentation the plans are ruled by the certificates of coverage (COCs). If the descriptions presented differ from the COCs, the COC will govern.

How our plans work

Medical Expenses through a Calendar Year

- Deductible: $250
- Co-insurance: 20%
- Out-of-pocket limit: $2,000
- After deductible reached: You pay 100%
- After $2,000 out-of-pocket limit reached: You pay 20%
- After Out-of-pocket limit reached: Plan pays 100% through end of year

Plans Available are Limited by the County Where You Live

Plans Available by County (pgs. 29-30)
Multiple Plan Options

- Managed Care plans
- Preferred Provider plans
- Varying levels of deductibles
- Varying networks

<table>
<thead>
<tr>
<th>Medical Plans</th>
<th>Preferred Provider Organizations (PPO)</th>
<th>Accountable Care Plans</th>
<th>Consumer Directed Health Plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kaiser WA Classic (formerly Group Health)</td>
<td>Uniform Medical Plan Classic</td>
<td>Uniform Medical Plan Plus (PPO)</td>
<td>Uniform CDHP (PPO)</td>
</tr>
<tr>
<td>Kaiser WA Value</td>
<td>Uniform Medical Plan Classic</td>
<td>Kaiser WA SoundChoice (HMO)</td>
<td>Kaiser WA CDHP (PPO)</td>
</tr>
<tr>
<td>Kaiser NW Classic</td>
<td>Kaiser NW CDHP (HMO)</td>
<td>Uniform Medical Plan Classic</td>
<td>Uniform Medical Plan Plus (PPO)</td>
</tr>
</tbody>
</table>

2017 Monthly Medical Premiums

<table>
<thead>
<tr>
<th>PEBB Medical Plan</th>
<th>Employee + Spouse</th>
<th>Employee + Children</th>
<th>Employee</th>
<th>Full Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kaiser WA Classic</td>
<td>$147</td>
<td>$204</td>
<td>$257</td>
<td>$414</td>
</tr>
<tr>
<td>Kaiser WA Value</td>
<td>$99</td>
<td>$148</td>
<td>$121</td>
<td>$200</td>
</tr>
<tr>
<td>Kaiser WA SoundChoice</td>
<td>$46</td>
<td>$102</td>
<td>$81</td>
<td>$137</td>
</tr>
<tr>
<td>Kaiser NW CDHP</td>
<td>$25</td>
<td>$80</td>
<td>$44</td>
<td>$79</td>
</tr>
<tr>
<td>Kaiser NW Classic</td>
<td>$131</td>
<td>$272</td>
<td>$229</td>
<td>$370</td>
</tr>
<tr>
<td>Kaiser NW CDHP</td>
<td>$26</td>
<td>$62</td>
<td>$46</td>
<td>$82</td>
</tr>
<tr>
<td>UMP Classic</td>
<td>$94</td>
<td>$198</td>
<td>$165</td>
<td>$269</td>
</tr>
<tr>
<td>UMP CDHP</td>
<td>$25</td>
<td>$80</td>
<td>$44</td>
<td>$79</td>
</tr>
<tr>
<td>UMP Plus</td>
<td>$66</td>
<td>$142</td>
<td>$116</td>
<td>$192</td>
</tr>
</tbody>
</table>

- Premiums are after-tax.

- Does not increase with additional children.

- Surcharges do not apply if the subscriber or any medically covered family members use tobacco products.

- Surcharges apply if a subscriber enrols a spouse or state-registered domestic partner, and the spouse or partner has waived enrollment in other employer-sponsored coverage that is comparable to UMP Classic coverage.*

*Surcharge does not apply if the spouse or partner is waiving PEBB coverage or is enrolled with their employer's plan and enrolled on PEBB coverage.
Managed Care Plans
(aka HMO) (pages 31-36)

Managed Care Highlights
- Must seek services within the Network – no out of network coverage (except for emergency services)
- Designate a Primary Care Provider (PCP)
- Referral is needed for specialty services
- Network is limited to the Northwest

*NOTE: Kaiser Permanente recently purchased Group Health, for 2017 there will be NO Changes to the benefits offered through Group Health Plans only the name of the insurance provider has changed

Medical Plans
Managed Care Options (pages 31-36)

<table>
<thead>
<tr>
<th>Feature</th>
<th>Kaiser WA Value</th>
<th>Kaiser WA Classic</th>
<th>Kaiser NW Classic</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>$250 / Person</td>
<td>$300 / Person</td>
<td>$250 / Person</td>
</tr>
<tr>
<td></td>
<td>$750 / Family</td>
<td>$750 / Family</td>
<td>$750 / Family</td>
</tr>
<tr>
<td>Out of Pocket Maximum</td>
<td>$1,000 / Person</td>
<td>$2,000 / Person</td>
<td>$2,000 / Person</td>
</tr>
<tr>
<td></td>
<td>$9,000 / Family</td>
<td>$9,000 / Family</td>
<td>$9,000 / Family</td>
</tr>
<tr>
<td>Office Visit</td>
<td>$15 Primary</td>
<td>$35 Primary</td>
<td>$35 Primary</td>
</tr>
<tr>
<td></td>
<td>$15 Specialist</td>
<td>$15 Specialist</td>
<td>$15 Specialist</td>
</tr>
<tr>
<td>Inpatient Hospital</td>
<td>$150 / day, $1,200 maximum admission</td>
<td>$100 / day, $1,000 maximum admission</td>
<td>$100 / day, $1,000 maximum admission</td>
</tr>
<tr>
<td>Tests/Lab/Imaging</td>
<td>$40 / exam, $300 / visit</td>
<td>$40 / exam, $300 / visit</td>
<td>$40 / exam, $300 / visit</td>
</tr>
<tr>
<td>Rx Coverage</td>
<td>$5 / 30-Day Supply, $10 / 90-Day Supply</td>
<td>$5 / 30-Day Supply, $10 / 90-Day Supply</td>
<td>$5 / 30-Day Supply, $10 / 90-Day Supply</td>
</tr>
<tr>
<td>Tier 1</td>
<td>$5 / $10</td>
<td>$4 / $10</td>
<td>N/A</td>
</tr>
<tr>
<td>Tier 2</td>
<td>$10 / $20</td>
<td>$8 / $10</td>
<td>$8 / $8</td>
</tr>
<tr>
<td>Tier 3</td>
<td>$15 / $30</td>
<td>$12 / $20</td>
<td>$12 / $20</td>
</tr>
<tr>
<td>Tier 4</td>
<td>$20 / $40</td>
<td>$18 / $30</td>
<td>$18 / $30</td>
</tr>
<tr>
<td>Tier 5</td>
<td>$25 / $50</td>
<td>N/A</td>
<td>$25 / $50</td>
</tr>
<tr>
<td>Tier 6</td>
<td>$30 / $60</td>
<td>N/A</td>
<td>$25 / $50</td>
</tr>
</tbody>
</table>

Preferred Provider Option (PPO) (pages 31-36)

PPO Plan Highlights
- Administered by Regence Blue Shield
- In and Out of Network Services – Uses the Blue Cross / Blue Shield Association network
- World Wide network coverage
- No referral necessary for Specialty Care
**Medical Plans**

**PPO Options**

<table>
<thead>
<tr>
<th>Feature</th>
<th>Uniform Medical Plan Class - In-Network Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>Medical</td>
</tr>
<tr>
<td></td>
<td>Rx</td>
</tr>
<tr>
<td>Out of Pocket Maximum</td>
<td>Medical</td>
</tr>
<tr>
<td>Office Visits</td>
<td>10%</td>
</tr>
<tr>
<td>Inpatient Hospital</td>
<td>$750 / day - $6,000 maximum /admission /person + 15% professional fees</td>
</tr>
<tr>
<td>Lab/X-ray</td>
<td>10%</td>
</tr>
<tr>
<td>Rx Coverage</td>
<td>Retail 30 day Supply</td>
</tr>
</tbody>
</table>

**Value**

- Tier 1: 10% up to $15
- Tier 2: 20% up to $75
- Tier 3: 50% non-specialty / 50% up to $150 specialty drugs

**Tier 4**

- N/A

**Tier 5**

- N/A

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**Accountable Care Plan Highlights**

- **Limited Availability – Select Counties ONLY**
  - UMP +, Puget Sound: Grays Harbor, King, Pierce, Snohomish, Spokane, Thurston, Yakima
  - UMP +, UW Medicine: Grays Harbor, King, Pierce, Skagit, Snohomish, Thurston
  - Kaiser WA Sound Choice: King, Pierce, Snohomish, Thurston
- **HMO or PPO Options**
- **PPO: In and Out of Network – Network is VERY LIMITED and Out of Network coverage is minimal**
- **HMO: In Network Services ONLY**
- **Choose the network**

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**Kaiser WA Sound Choice (HMO)**

<table>
<thead>
<tr>
<th>Feature</th>
<th>Deductible</th>
<th>Office Visits</th>
<th>Inpatient Hospital</th>
<th>Lab/X-ray</th>
<th>Rx Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$250 / Person</td>
<td>$1,000 / Person</td>
<td>20%</td>
<td>$750 / day - $1,000 maximum /admission /person</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20% / 50% / 100%</td>
<td>10% / 15% / 25%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Value</th>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
<th>Tier 4</th>
<th>Tier 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1 / $15</td>
<td>15% up to $15</td>
<td>20% up to $25</td>
<td>50% up to $50</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>$1 / $15</td>
<td>15% up to $15</td>
<td>20% up to $25</td>
<td>50% up to $50</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

---

**Kaiser WA Sound Choice (PPO)**

<table>
<thead>
<tr>
<th>Feature</th>
<th>Deductible</th>
<th>Office Visits</th>
<th>Inpatient Hospital</th>
<th>Lab/X-ray</th>
<th>Rx Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>$250 / Person</td>
<td>$1,000 / Person</td>
<td>20%</td>
<td>$750 / day - $1,000 maximum /admission /person</td>
<td></td>
<td></td>
</tr>
<tr>
<td>20% / 50% / 100%</td>
<td>10% / 15% / 25%</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Value</th>
<th>Tier 1</th>
<th>Tier 2</th>
<th>Tier 3</th>
<th>Tier 4</th>
<th>Tier 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>$1 / $15</td>
<td>15% up to $15</td>
<td>20% up to $25</td>
<td>50% up to $50</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>$1 / $15</td>
<td>15% up to $15</td>
<td>20% up to $25</td>
<td>50% up to $50</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>
Medical Plans
Consumer Directed Health Plans (CDHP) with HSA
(pages 31-36)

Consumer Directed Health Plan (CDHP) Highlights

- CDHP is a high-deductible health plan paired with a Health Savings Account (HSA)
- HMO or PPO Options
- HMO: In Network Services ONLY (except Emergency and Urgent Care Services)
- Preventive Services covered at 100% in network
- All other services apply to the deductible (including Rx)

Feature Kaiser WA CDHP (PPO) Uniform Medical Plan CDHP (PPO) Kaiser NW CDHP (HMO)
Deductible $1,400 Individual $2,800 Family $1,400 Individual $2,800 Family $1,400 Individual $2,800 Family
Out of Pocket Maximum $4,200 Individual $8,400 Family $4,200 Individual $8,400 Family $4,200 Individual $8,400 Family
Office Visits 10% 10% 10% 10% 10% 10%
Inpatient Hospital 10% 10% 10% 10% 10% 10%
Lab/X-ray 10% 10% 10% 10%
Rx Coverage Retail 30 day Supply / Mail order – up to 90 day
Tier 1 Value Tier 2 Tier 3 Tier 4 Tier 5
Tier 1 $20 / $40 10% N/A N/A N/A
Tier 2 $40 / $80 10% 50% to $250 50% to $750 50% to $150
Tier 3 15% 15% 15% 15% 15%
Tier 4 50% to $250 50% to $750 50% to $150
Tier 5 N/A N/A N/A N/A

What is a Health Savings Account?

- Automatically established for you when you elect a CDHP
- Tax-exempt account
- Use HSA Funds to pay for IRS qualified out-of-pocket medical expenses
- Pay for your own expenses or the expenses of any tax dependents, even if they aren’t on the plan
- Balance grows year over year
- After age 65 funds can be withdrawn as taxable income with NO penalties
Medical Plans
Consumer Directed Health Plans (CDHP)
with HSA
(pgs 26-27)

Additional Notes On the HSA

• Money is easy to use:
  • Debit Card
  • Online Bill Pay
  • Reimburse Yourself
• You are the owner of the account
• You must declare that you have an HSA when you file your taxes
• Keep your receipts

Health Savings Account Contributions

• Established for you when you elect a CDHP
• WSU contributes to your HSA Account tax-free

<table>
<thead>
<tr>
<th>Plan</th>
<th>Per Month</th>
<th>Annual Max</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$58.34</td>
<td>$700.08</td>
</tr>
<tr>
<td>Family Coverage</td>
<td>$116.67</td>
<td>$1,400.04</td>
</tr>
</tbody>
</table>

• You can also contribute to this account Pre-Tax (not required)

<table>
<thead>
<tr>
<th>Plan</th>
<th>Pre-Tax Annual Maximum Contribution (includes WSU’s contribution &amp; Wellness Incentive)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$3,400</td>
</tr>
<tr>
<td>Family Coverage</td>
<td>$6,750</td>
</tr>
</tbody>
</table>

*Age 55+ can contribute an additional $1,000 per year

Medical Plans
Consumer Directed Health Plans (CDHP)
with HSA
(pgs 26-27)

You CANNOT enroll in a CDHP with an HSA if:

• You are enrolled in Medicare, Part A or B, or Medicaid
• You are enrolled in another medical plan that is NOT a qualified High Deductible Plan (spouse, partners, parent’s plan)
• You or your spouse/partner are enrolled in a VEBA Medical Expense Plan — unless it is a limited use plan
• You have TRICARE coverage
• You or your spouse contribute to a Medical FSA or HRA, unless it is a limited purpose plan
• You or your spouse contributed to a Medical FSA or HRA, unless it is a limited purpose plan
• You or your spouse are enrolled in a VEBA Medical Expense Plan – unless is a limited use plan
• You are claimed as a dependent on someone else’s tax return

*Other exclusions may apply. Check IRS Publication 969 – Health Savings Accounts and Other Tax-Favored Health Plans at www.irs.gov, contact your tax advisor, or call HealthEquity

HealthEquity

Medical Plans
Consumer Directed Health Plans (CDHP)
with HSA
(pgs 26-27)

Plan Per Month Annual Max
Employee Only $58.34 $700.08
Family Coverage $116.67 $1,400.04

WSU contributes to your HSA Account tax-free

*Age 55+ can contribute an additional $1,000 per year
Vision Coverage

Part of Medical Plan

*Coverage listed here is for those age 19 and older

<table>
<thead>
<tr>
<th>Feature</th>
<th>Exam (annual)</th>
<th>Hardware</th>
<th>Subject to Deductible</th>
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<tbody>
<tr>
<td>Kaiser WA Classic</td>
<td>$15</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Kaiser WA Value</td>
<td>$30</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Kaiser WA Sound Choice</td>
<td>$25</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Kaiser WA CDHP</td>
<td>$20</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Kaiser NW Classic</td>
<td>$25</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>Kaiser NW CDHP</td>
<td>$20</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>UMP Classic</td>
<td>$0</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>UMP CDHP</td>
<td>$0</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>UMP Plus</td>
<td>$0</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

Kaiser WA Classic: You pay any amount over $150 every 24 months for frames, lenses, and contacts combined.
Kaiser WA Value: You pay any amount over $30 every 24 months for frames, lenses, and contacts combined.
Kaiser WA Sound Choice: You pay any amount over $25 every 24 months for frames, lenses, and contacts combined.
Kaiser WA CDHP: You pay any amount over $20 every 24 months for frames, lenses, and contacts combined.
Kaiser NW Classic: You pay any amount over $25 every 24 months for frames, lenses, and contacts combined.
Kaiser NW CDHP: You pay any amount over $20 every 24 months for frames, lenses, and contacts combined.
UMP Classic: You pay any amount over $0 for contact lens fitting fees.
UMP CDHP: You pay any amount over $0 for contact lens fitting fees.
UMP Plus: You pay any amount over $0 for contact lens fitting fees.

Wellness Incentive

What is the incentive?

• Classic, Value and Accountable Care plan enrollees will receive a $125 reduction on their medical deductible
• CDHP plan enrollees will receive an additional contribution of $125 in to your Health Savings Account

Who's eligible?

• You, the employee, are eligible when you enroll in a PEBB medical plan

How do I earn the incentive?

• To participate log on to www.smarthealth.hca.wa.gov, track your wellness activities and earn 2000 points by September 30, 2017.

Pre-Tax Spending Arrangements
Medical Flexible Spending Arrangement (FSA) (pg 43)

Set aside money from your paycheck on a pre-tax basis to pay for out-of-pocket health care costs like deductibles, copays, coinsurance, dental, vision, Rx, and more.

- Administered by Navia Benefit Solutions
- Election Limits:
  - Minimum Annual Election: $240
  - Maximum Annual Election: $2,500
- Account is front loaded
- Use it or lose it account – be conservative
- Grace Period: Incur expenses through March 15 for prior year
- Submit Claims by March 31 for prior year
- Not compatible with HSA Accounts
- Debit Card Available

Dependent Care Assistance Program (DCAP) (pg 43)

Set aside money from your paycheck on a pre-tax basis to pay for qualifying child care or elder care expenses while you (and your spouse or partner), work, look for work, or attend school full-time.

- Administered by Navia Benefit Solutions
- Election Limits:
  - Maximum Annual Election (single or married filing jointly): $5,000
  - Maximum Annual Election (married filing separate): $2,500 each
- Money must be in the account to be reimbursed
- Use it or Lose It Account – be conservative
- No Grace Period but submit claims by March 31st for prior year
- Submit Claims online or via paper
- Not eligible for dependent care tax credit

Dental Plans
No premium for employee or dependents

WSU pays the full dental premium for employees and
enrolled dependents

You cannot waive your dental coverage.

All plans offer preventative services at no cost, in network.

### Dental Plans

#### PPO

**Uniform Dental Plan**

- **Feature**
  - Preventive
  - Basic Services
  - Major Services
  - Orthodontia
  - Non-surgical TMJ

<table>
<thead>
<tr>
<th>Feature</th>
<th>PPO Dentist – in WA State</th>
<th>PPO Dentist – out of State</th>
<th>Non-PPO Dentist – in WA State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Maximum</td>
<td>$5,750</td>
<td>$1,750</td>
<td>$1,750</td>
</tr>
<tr>
<td>Deductible</td>
<td>$10 / Person</td>
<td>$50 - $75</td>
<td>$150</td>
</tr>
<tr>
<td>Class I</td>
<td>100%</td>
<td>90%</td>
<td>80%</td>
</tr>
<tr>
<td>Class II basic</td>
<td>80%</td>
<td>80%</td>
<td>70%</td>
</tr>
<tr>
<td>Class II major</td>
<td>50%</td>
<td>50%</td>
<td>40%</td>
</tr>
<tr>
<td>Orthodontia</td>
<td>50% to lifetime maximum of $1,750</td>
<td>70% to lifetime maximum of $1,000</td>
<td></td>
</tr>
<tr>
<td>Non-surgical TMJ</td>
<td>70% of maximum of $1,750</td>
<td>70% of maximum of $1,000</td>
<td></td>
</tr>
</tbody>
</table>

#### DeltaCare (Group 3100) & Willamette Dental

<table>
<thead>
<tr>
<th>Feature</th>
<th>DeltaCare (Group 3100)</th>
<th>Willamette</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Maximum</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Deductible</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Fillings</td>
<td>$10 - $50</td>
<td></td>
</tr>
<tr>
<td>Root Canals (Endodontics)</td>
<td>$100 - $150</td>
<td></td>
</tr>
<tr>
<td>Periodontics</td>
<td>$100</td>
<td>$100</td>
</tr>
<tr>
<td>Crowns</td>
<td>$100 to $175</td>
<td></td>
</tr>
<tr>
<td>Dentures</td>
<td>$140 for complete upper or lower</td>
<td></td>
</tr>
<tr>
<td>Orthodontia</td>
<td>Up to $1,500 per case</td>
<td></td>
</tr>
<tr>
<td>Non-surgical TMJ</td>
<td>30%, $1,000 benefit max; $1,000 lifetime max</td>
<td>60%, $1,000 benefit max; $1,000 lifetime max</td>
</tr>
</tbody>
</table>
Forms

- Medical/Dental
- FSA & DCAP
- HSA

Medical/Dental Enrollment Form:
Due 31 days from date of hire, required whether you enroll or waive medical coverage

Dependent Verification Handout:
Dependent verification required to enroll dependents

Flexible Spending Arrangement & Dependent Care Enrollment Form:
Due 31 days from date of hire/eligibility

Health Savings Account Payroll Deduction Form:
Can start, stop, and change at anytime
Life Insurance

Basic Life & Accidental Death and Dismemberment (AD&D):

$35,000 plus $5,000 (AD&D)

Employees are provided this policy at no cost.

Term life insurance which means the policy is contingent upon an employer/employee relationship.

*Employees are given options to port/convert their WSU coverage to individual policies with the insurance company upon employment separation

You have the option of purchasing supplemental policies which will have a premium associated with them.

2017 Life Insurance

Up to $1,000,000 in $10,000 increments

- Within 31-calendar days of your date of hire employees can enroll in $500,000 of coverage without providing a Statement of Health.
- If after 31 days, or desired coverage exceeds the guaranteed amounts, a Statement of Health must be completed.
Spouse Life Insurance
Up to half the amount you obtain for yourself in Employee Supplemental in $5,000 increments.
- Up to $100,000 of coverage without providing a Statement of Health.
- Coverage over $100,000, requires a Statement of Health.

Dependent Life Insurance
$26,000, in $5,000 increments, with no Statement of Health.
- Premium covers all dependent children listed – whether you have one child or many.

Additional coverage can be requested at anytime
- To request the additional life insurance coverage outside your initial 31-day election window, you can do so at MetLife’s MyBenefits Portal or by completing a new Enrollment Statement of Health form and submitting it to MetLife or HRS.
- Requests are reviewed by MetLife, and employees are contacted by MetLife for additional information and with the final decision of approval or denial.

Coverage up to $250,000 on Employees and Spouses in $10,000 increments.
Coverage up to $25,000 on Children in $5000 increments.
This coverage does not require a Statement of Health.
How Much Does It Cost in 2017 (page 40)

### Life Insurance 2017 Premium Example

<table>
<thead>
<tr>
<th>Plan</th>
<th>Amount</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Basic</td>
<td>$20,000</td>
<td>No cost</td>
</tr>
<tr>
<td>Employee Optional</td>
<td>$500,000</td>
<td>$21.50</td>
</tr>
<tr>
<td>Spouse Optional</td>
<td>$500,000</td>
<td>$6.30</td>
</tr>
<tr>
<td>Dependent Optional</td>
<td>$10,000</td>
<td>$1.24</td>
</tr>
<tr>
<td>Employee/Spouse</td>
<td>$250,000</td>
<td>$4.75</td>
</tr>
<tr>
<td>Child/Spouse</td>
<td>$250,000</td>
<td>$4.75</td>
</tr>
<tr>
<td>Child/Spouse</td>
<td>$250,000</td>
<td>$4.75</td>
</tr>
</tbody>
</table>

Life Insurance Enrollment Forms: Due 31 days from date of hire

**Life Insurance Enrollment Forms**
A Long Term Disability (LTD) insurance policy will provide wage replacement should you become medically unable to work due to illness or injury.

"It is a wage insurance policy."

By providing a steady stream of income while you are unable to work, LTD can help you meet your financial obligations.

WSU provides basic coverage at no cost:

- 90 day waiting period
- $50 - $240 a month benefit (taxable)

Additional coverage available within first 31 days:

- A 60% non-taxed benefit, with a $6,000 monthly maximum
- Choice of waiting period ranging from 30 – 360 days
Long Term Disability
As a New Employee

<table>
<thead>
<tr>
<th>Premium calculation shown on pg. 42,</th>
<th>Waiver Waiting Period</th>
<th>WISURP</th>
<th>PERS, other plans</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 days</td>
<td>2.60%</td>
<td>2.06%</td>
<td></td>
</tr>
<tr>
<td>60 days</td>
<td>1.32%</td>
<td>1.09%</td>
<td></td>
</tr>
<tr>
<td>90 days</td>
<td>0.72%</td>
<td>0.60%</td>
<td></td>
</tr>
<tr>
<td>120 days</td>
<td>0.42%</td>
<td>0.36%</td>
<td></td>
</tr>
<tr>
<td>180 days</td>
<td>0.32%</td>
<td>0.28%</td>
<td></td>
</tr>
<tr>
<td>240 days</td>
<td>0.30%</td>
<td>0.27%</td>
<td></td>
</tr>
<tr>
<td>300 days</td>
<td>0.28%</td>
<td>0.25%</td>
<td></td>
</tr>
<tr>
<td>360 days</td>
<td>0.27%</td>
<td>0.24%</td>
<td></td>
</tr>
</tbody>
</table>

Example: If a WISURP participant chose a 60-day waiting period and makes $1,000 per month, it would cost $13.20 per month.

Earnings: $1,000 per month
60-day waiting period: $13.20

Additional coverage available within first 31 days.

When considering this coverage, ask yourself:

• How long could you live without your salary if you were medically unable to work?
• Do you have other sources to rely upon, and if so, for how long?
• What is my family history? Are there chronic or terminal medical conditions in my family history?
• Medical Condition could be:
  • Temporary
  • Permanent
  • Partially Permanent

Long Term Disability
Basics
(Pgs. 41-42)

Changes can be requested at any time.

Employees must request to enroll in optional coverage.

Request includes participating in medical underwriting and submitting an Evidence of Insurability form.

• Requests are submitted to the insurance company for review and employees are contacted with the final decision of approval or denial
• Extremely low percentage of employees approved for optional coverage outside initial 31 days
Only the first $120,000 of annual salary is insured. ($6,000 per month max benefit)

Benefits begin at the end of your selected waiting period, or when the accrued sick leave balance would be depleted, whichever is longer.

- Note: Once waiting period is extended, going back to a shorter waiting period requires underwriting.

Benefits continue to be paid until you are no longer disabled or normal retirement age whichever is first.

Review the "Certificate of Coverage" for your policies for additional details.
Additional Benefits

SitterCity and Years Ahead
A self-service solution which grants access to local and nationwide caregivers through Bright Horizons. The membership for service is fully paid for by WSU.

www.careadvantage.com/wsu

Auto and Home Insurance
A group discount on auto and homeowners insurance with Liberty Mutual, one of the largest property and casualty insurance providers in the country – pg 45

hrs.wsu.edu/AutoandHomeownersInsurance

Guaranteed Education Tuition (GET) Program
A program to help families save for college. Your account is guaranteed to keep pace with rising tuition costs, pay for room and board, books, and other qualified expenses.

www.get.wa.gov

MyWSU
Comprehensive information can be found on the HCA/Public Employee benefits website, www.hca.wa.gov/public-employee-benefits.

Create a Login to: MyAccount

- Review current enrollment
- Change your tobacco attestation
- Print a Statement of Insurance
Statement of Insurance

• Statement of Insurance can be printed at any time
• Statements include employees' and covered dependents' information

Thank You!

- Benefit Acknowledgement Form: 31 Days
- Medical/Dental Enrollment Form: 31 Days
- Life Insurance Enrollment Form: 31 Days
- LTD Enrollment Form: 31 Days
- FSA/DCAP Enrollment Form: 31 Days

Retirement Orientations to Follow:
- 1:30 – 2:30pm – Administrative Professional & Faculty
- 3:00 – 4:00pm – Civil Service, Bargaining Unit, & Eligible Hourly