Summary of Changes for 2016

**Health Plan**

- Any premium adjustments would be made 6/1/2016
- Maintain Grandfathered Status
- Dependent coverage extended to young adults up to age 26 (regardless of availability of a plan through their own employer)
- Continue $750 Incentive to Decline Health Plan Coverage
  - must provide proof of other non-college coverage
  - paid through payroll – taxed
  - paid into HRA – employer paid, un-taxed
- Wellness Rewards – HRA Contribution $175 if reach 500 points

**Prescription Plan**

- Coventry Formulary Update 1/1/2016 – Semi-Annual Updates to Formulary

**Medical Flexible Spending Account**

- Continuance of $500 rollover feature – can roll remaining 2015 funds to 2016
- Online FSA Enrollment available
- 2016 Medical FSA Cap remains $2,550

**Retirement Plan**

- Annual 403(b) limit increased to $18,000

**Summary of Plans Available**

Please see Cady Kyle at the end of the session for information regarding the costs or enrollment in any of these plans.

- Health Plan
- Vision Plan
- Voluntary Dental Plan - Principal
- Voluntary Life Insurance for Employees, Spouse, Dependents
- Voluntary Accidental Death & Dismemberment Insurance for Employees
- Voluntary Long Term Care
- Flexible Spending Accounts
- Section 125 Pre-tax premiums

Changes made during the month of November 2015 are effective January 1, 2016, and enrollment or change forms must arrive in Human Resources office by November 30, 2015.