This is your opportunity to review and update your benefits. From Oct. 31-Nov. 11 use online Employee Self-Service to make changes to your benefits for 2017. NOTE: All employees must make a medical insurance selection during the enrollment period because coverage cannot be transferred from 2016. Employees who do not select a plan will be automatically enrolled in the PPO Plan with Employee Only coverage.

INSURANCE REVIEW: THE GOOD NEWS FOR PLAN YEAR 2017

This year’s insurance review had two significant goals: find cost savings and consider strategies to make dependent healthcare coverage more affordable. University administration and Human Resources have closely reviewed OU insurance programs to meet these goals.

THERE’S GOOD NEWS FOR PLAN YEAR 2017:

1) Cigna will replace BlueCross as the administrator of the university’s medical insurance plans and you can look forward to personalized, concierge service to help navigate serious health conditions, modernized online and app technology, and improved transparency showing the costs of medical care and quality ratings for providers.

2) OU medical insurance will maintain the high-quality plan design and large provider network that OU employees count on, while maintaining deductibles, copays, and out-of-pocket maximums at 2016 levels.

3) Costs for spouse and family medical insurance will be reduced. Increases for individual coverage will be moderate, as a more equitable sharing of costs between individual and dependent coverage will be implemented.

ACHIEVEMENTS

HERE’S A QUICK SUMMARY OF THE ACHIEVEMENTS GAINED IN THIS YEAR’S INSURANCE REVIEW. FIND DETAILS ONLINE AT BENEFITSENROLLMENT.OU.EDU.

• PLAN: Maintain medical insurance plan features similar to 2016 while controlling costs.
• PROVIDERS: Over 95% of medical providers currently used by OU employees remain in-network with Cigna.
• COMPETITIVE BENEFITS: Increase OU’s competitiveness as an employer of choice by making dependent medical insurance coverage more affordable.
• STAYING ON TARGET, A DECADE LATER: In the 2007 President’s Contribution Strategy and Healthcare Options Committee recommendations, OU recognized the need to offer employees with dependents more affordable healthcare options, while introducing moderate employee contributions toward the cost of individual coverage. Since then, the university has made steady, incremental updates toward this goal. The premium contribution strategy for 2017 successfully reduces the cost of dependent coverage and represents a more equitable sharing of costs for individual and dependent coverage.
• RATES: Rates for dependent coverage will decrease for all contribution tiers and most rates for Employee Only medical insurance coverage will increase less than $20/month. The employee contribution for dental insurance will increase $5/month. There are no other rate changes.
• TOBACCO-USE SURCHARGE: As announced in 2015, tobacco-using employees will pay a $20 per month surcharge for medical insurance. To reward healthy choices and avoid the surcharge, tobacco-free employees must TAKE ACTION to complete the Tobacco-Use Designation in Employee Self Service. Recommended: Do this before Oct. 28 for the best enrollment experience.
• OTHER INSURANCE PLANS: Insurance companies, plans, and rates for vision, short term disability, and flexible spending accounts remain the same. Delta Dental will continue to provide the same dental insurance plans and Lincoln Financial will now provide life insurance, accident protection, and long term disability. Review these plans at benefitsenrollment.ou.edu.
• ADDRESSING BUDGET CHALLENGES: Benefit plan changes are among the many strategies implemented by university administration to meet the budget and revenue challenges created by continued reductions in state funding. The benefit plan changes described above will be effective January 1, 2017 to address the immediacy of the university’s budget challenges.

CIGNA PRE-ENROLLMENT HOTLINE
888.806.5042

OU HUMAN RESOURCES
ohr@ou.edu, hr.ou.edu

BENEFITS FAIRS: TALK WITH INSURANCE REPRESENTATIVES AND HUMAN RESOURCES STAFF

TULSA

DTU: Mon., 10/24, 10am-2pm
Founders Hall

Tues., 10/25, 7:30am-12pm
Bird Library Auditorium

Wed., 10/26, 12-5pm
Allied Health Auditorium

NORMAN

Thurs., 10/27, 9am-4pm
Union, 3rd Floor, Associates Rm

1-ON-1 HELP: Human Resources Representatives • Computers for Enrollment • Printed Cigna Plan Guides

BENEFITSENROLLMENT.OU.EDU/HELP