



October 30, 2015

Dear Faculty, Staff and Members of the UD Community:

Annual Open Enrollment for the health plans will begin on Monday, November 2 and conclude at the end of two weeks on Friday, November 13, at the close of business. Our continued participation in the CARES consortium with TCU and Austin College enable UD to provide superior health plans to our employees. In 2016 there are increases for the PPO 90 plan and but decreases in premiums to the PPO 80 plan and the consumer directed plan with a Healthcare Reimbursement Account (HRA). The HDHP with the Health Savings Account (HSA) plan will be offered *without* an employee contribution. Employees on the Rome campus be offered separate plans through Aetna that mirror the rate decreases experienced on the Irving campus.

As the healthcare industry continues to evolve, UD has taken a proactive approach to the benefits offered and how our plans are priced. UD structures its own contribution to each type of plan the same so employees are free to choose the plan that best fits their personal needs instead of being driven to a particular plan that is priced favorable to UD. Unlike other organizations, UD has additionally chosen to continue our most popular plan, the PPO 90. We will continue to offer the PPO 80; however, *the PPO 70 plan will be discontinued at the end of 2015*. If you are in the PPO 70 plan, you will need to make another health plan choice. Interest in consumer-driven plans continues to grow. UD will continue to offer both the Healthcare Savings Account (HSA) as well as Healthcare Reimbursement Account (HRA) among your options.

Meetings for Open Enrollment are scheduled on November 2 and November 5. Spouses are welcome to attend. Representatives from CARES, Blue Cross/Blue Shield, Express Scripts, Cigna Dental, Eye Med, and Patient Care will be present to review their offerings and answer your questions. You will need to RSVP which session you want to attend.

Online enrollment will be offered once again for 2016. Employees with changes will need to go to <http://udallas.edu/openenroll> to make changes to your selections and to enroll in either the Dependent Care or Healthcare spending account. Unless you are electing to set up a Flexible Spending Account (FSA) or changing from the PPO 70 in 2016 you need to do nothing. FSA accounts and a replacement option for the PPO 70 will require an election.

Call Human Resources at x 5382 or go to the HR website for more information.

Sincerely,

Janis Townsend, Director of Human Resources

*The Catholic University for Independent Thinkers*