

Open Enrollment Updates 09.20.18

As previously announced by the Benefits Advisory Committee (BAC), the University will be changing from our current health group provider, United Healthcare, to Cigna, effective January 1, 2019.

To help with the transition, I will be sending out weekly emails every Thursday detailing the latest information available, along with updates on all our benefits. My desire is to make this transition as seamless as possible and, with Cigna's assistance, answer any questions you may have during Open Enrollment from Oct. 1-Oct. 31.

Stetson cares about your wellbeing and will provide the information you need through these weekly emails as soon as it is available. You also can email or call me, Lori Kasbeer, Benefits Administrator, at lkasbeer@stetson.edu or 386-822-7743.

Mark your calendar:

DeLand Benefits and Wellness Fair
Thursday, Oct. 4 in the Stetson Room 9:00 am – 1:00 pm
A Cigna representative will be available to answer questions

College of Law Benefits and Wellness Fair
Tuesday, Oct. 9 Great Hall and Mann Lounge 11:30 am – 1:30 pm
A Cigna representative will be available to answer questions

Fully-Insured vs Self-Insured Health Plans

Under Cigna's health plan Stetson is moving from a **fully-insured plan** to a **self-insured plan**. Stetson wants to maintain competitive health insurance coverage; however, health insurance costs continue to rise. To maintain the current plan design, while avoiding a significant increase in medical premiums the BAC voted to move to Cigna under a **self-insured plan**. What does that mean? And does that affect you as the employee?

Under a **fully-insured plan**, the employer feels less of the effects of rising medical costs with fewer variances month over month. The insurance provider manages the claims and assumes all the risk. In return on a **fully-insured plan** the premiums can be high, and employers are taxed at a higher rate.

On a **self-insured plan**, the company assumes the risk up to a determined level (known as stop-loss). This plan allows employers to save money in the long run, reduces taxes and fees, and stop-loss insurance prevents organizations from assuming all the financial risk.

What does this mean to you as an employee? Very little. Employees still receive a Cigna medical card for medical coverage, and as an employee, you will need to educate yourself if your provider or pharmacy is in-network or out-of-network to help save on out of pocket expenses.

The plan names under Cigna are **Cigna Open Access Plus Performance** (comparable to an HMO plan) and **Cigna Open Access Plus Option** (comparable to a PPO plan). Respectively, called Cigna OAP Performance and Cigna OAP Option.

Updates you will see in coming weeks:

- Information on Cigna's One Guide concierge customer service and the phone number to talk to a Cigna representative who is assigned to the Stetson account and can assist employees with the transition. This phone number will be active effective October 1st.
- An Explanation of Benefits—often called EOB's— for each plan under Cigna.
- 2019 Rate schedule
- Updates on the third Delta Dental PPO plan that will be available beginning Jan. 1, 2019.

Please be sure to check out our new One-Stetson [Human Resources website](#). You will find all the information you need – whether about benefits, such as insurance and retirement, training/development and employee discounts. The site will be updated regularly with benefit information, new employment positions, wellness initiatives and a tab for retirees or those planning for retirement. Also, HR has added a [special webpage](#) for the weekly Cigna benefit updates in case you miss an email or would like to review the information in one location.

[Stetson's HR website](#) has a whole new look. [Bookmark it](#) now!