

# ANNUAL ENROLLMENT Business Manager's Meeting

October 12, 2021  
9:30 am-11:00 am

**LSU**



# Agenda

*f* Important Dates & Responsibilities

*f* Workday

*f* OGB Benefits

*f* LSU First

*f* Other Benefits

*f* Flexible Spending

*f* Supplemental Retirement

# Important Dates

*f* Annual Enrollment Period

*f* October 1 – November 15, 2021

*f* Effective Date of Coverage

*f* January 1, 2022

*f* All Annual Enrollment materials are posted on the Benefits website at [www.lsu.edu/ae](http://www.lsu.edu/ae)



# Workday

*f*All benefits eligible employees will have an Open Enrollment benefit event in their Workday Inbox in Workday.

*f*Event will be active from 10/1/2021 through 4 PM on

*f*

# Reminders

*f* If you don't want to make a change, current benefits will roll-over

*f* EXCEPTION- Flexible Spending and Health Savings Account Elections

*f* Personal Contact Information & Legal Name

*f* New Hires

*f* Terminations

*f* DC 0nd (Per 2.8(i)26nnl)2.2 (Cil)80.5 (gs )3. (le)6 0.161 0.51-1.202

# Employee Responsibilities during Open Enrollment

- f* Review all communications regarding Annual Enrollment
  - f* Educate yourself on plan offerings
  - f* Provide proper documentation, where applicable
  - f* Ensure changes have been properly submitted by the
-



# Things to consider

- Monthly premium
- Provider networks
- Covered medical and prescription services
- Deductible, Coinsurance, and Copays
- Prescription coverage and costs
- Estimated out-of-pocket costs
- Dependent coverage needs

# SAVE THE DATE

*f* Benefits Fair

*f* Wednesday, October 20, 2021

*f* LSU Student Union: Royal Cotillion Ballroom

*f* Time: 10:00 am – 2:00 pm

*f* Visit with various insurance and retirement vendors

*f* Enter to win great door prizes!



# Meetings

## Attend a Virtual Presentation

In preparation for the 2022 Plan Year, we have several virtual presentations that can educate and assist you in making decisions for the 2022 Plan Year. Please participate in these presentations hosted by the various vendors.

THE OFFICE OF GROUP BENEFITS

The Office of Group Benefits (OGB) will host several virtual presentations for active employees. The presentations are listed below.

	PELICAN HRA 1000	MAGNOLIA LOCAL
	PELICAN HSA 775	MAGNOLIA LOCAL PLUS
2022 ANNUAL ENROLLMENT	HOME HMO	

LSU FIRST

LSU First will host presentations for active employees via Zoom. To register for a meeting, please click the link below. To learn how LSU First works, please watch the LSU First Plan Highlights video.

Date	Time	Registration Link
Thursday, October 14	2:00-3:00 PM	REGISTER
Friday, October 15	9:00-10:00 AM	REGISTER
Friday, October 15	2:00-3:00 PM	REGISTER
Tuesday, November 26	9:00-10:00 AM	REGISTER

- OGB
- LSU First
- Dental
- Vision
- Financial Protection Products
- Identity Protection



# Benefit Basics

*f* Overview of how health insurance and supplemental benefits work, including tips and tricks on how to be a wise consumer in the world of healthcare.

Date	Time

# Retirement 101

*f* Learn the basics of LASERS, TRSL or ORP retirement plans as well as how to increase retirement savings by participating in a supplemental retirement plan.

Topic	Dates	Times
LASERS	Thursday 10/28	9-10:30am
TRSL/ORP	Wednesday 11/3	9-10:30am



# Workday

**LSU**

# Workday

## *f* New for 2022-Benefit User Interface

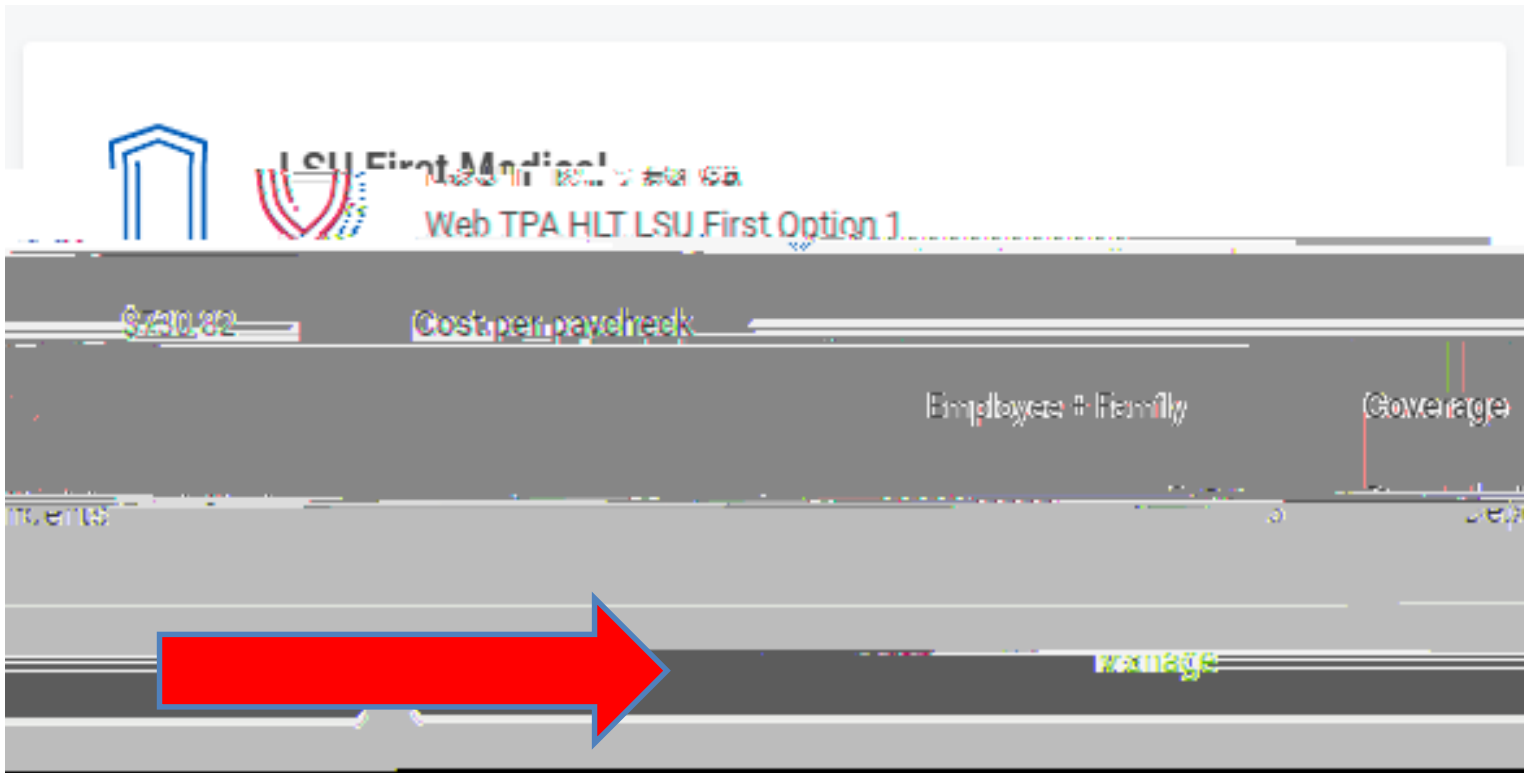




## *f* New Benefit User Interface

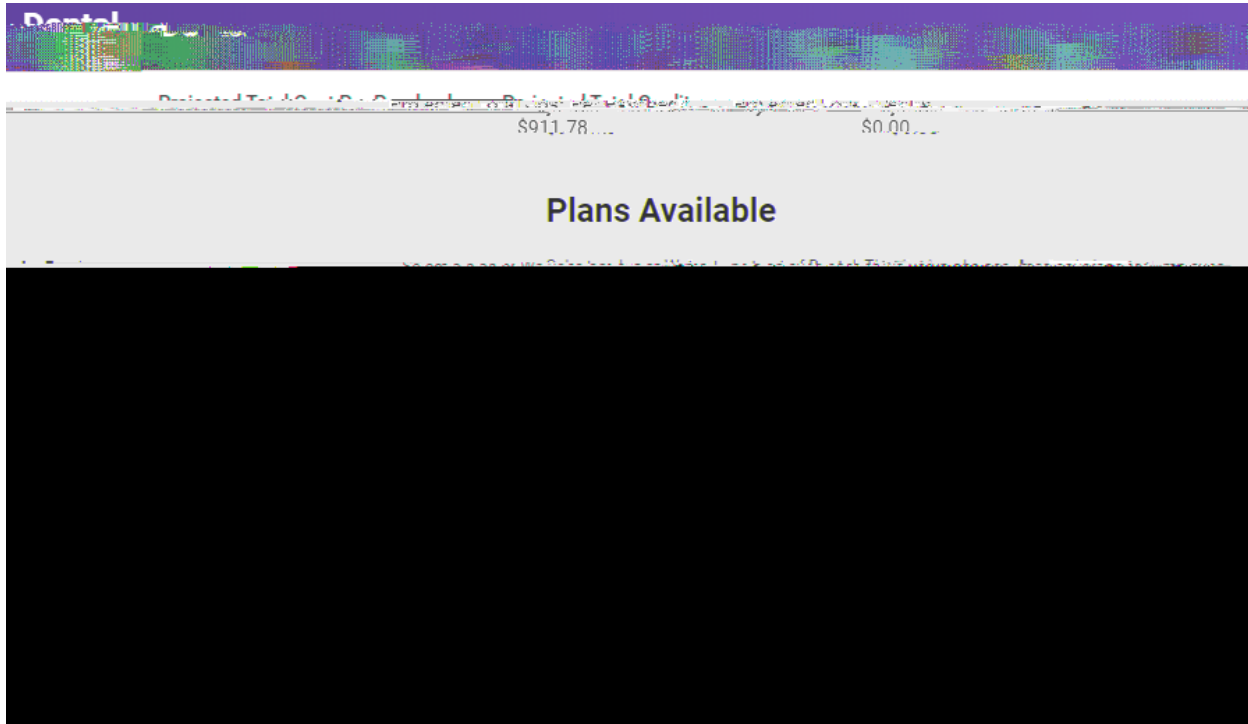


## f New Benefit User Interface





# Workday



# Workday





# Workday

Before

After

The screenshot displays the 'After' state of a dental plan configuration in Workday. It features a header with a blue house icon and the text 'Dental'. Below this, the plan name 'Humana DEN Basic' is shown next to a red shield icon. A table lists the plan details:

Plan Name	Cost per payee	Coverage
Humana DEN Basic	\$53.78	Employee + Child(ren)

At the bottom of the card, there is a 'Manage' button in green text.

# Workday

**Open Enrollment**

\$911.78      \$0.00

 <b>Long Term Disability</b> Waived	 <b>Long Term Care</b> Waived	 <b>Dependent Long Term Care</b> Waived
<a href="#">View</a>	<a href="#">View</a>	<a href="#">View</a>
 <b>Life Insurance</b> Waived	 <b>Family Basic Life</b> Waived	 <b>Life Insurance</b> Waived
<a href="#">View</a>	<a href="#">View</a>	<a href="#">View</a>

**Review and Sign**

Save for Later



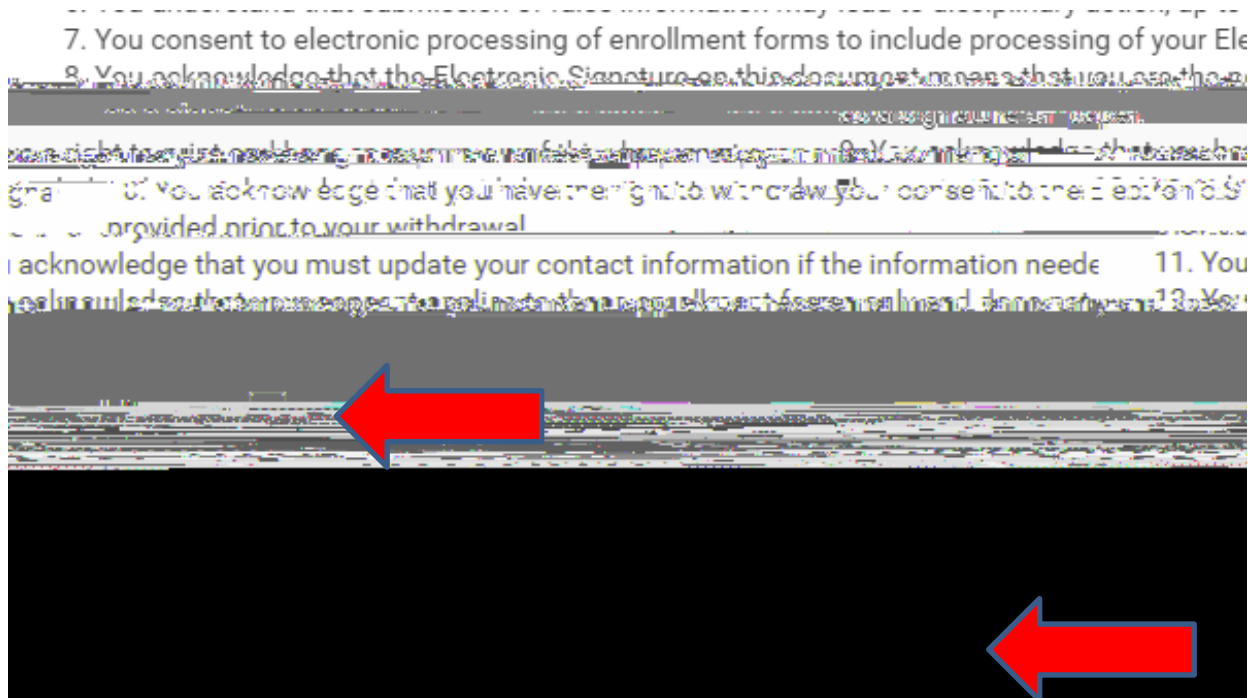


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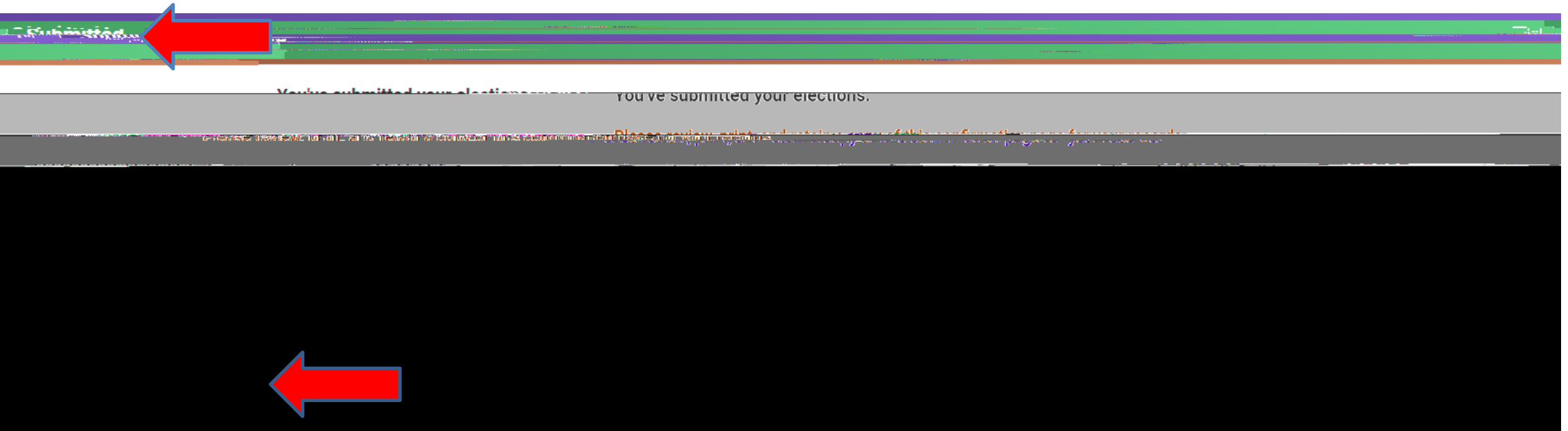
# Workday



Must  
Accept  
&  
Submit



# Workday



Employees are encourage /63.474/60rnce/v3.8 (s i47444508 -49(e)-3.8 (s a8 h641m -1.98 s 00nc)1

# Workday



A detailed screenshot of the Workday interface showing the 'Change' and 'View' tabs for a benefits plan. The 'Change' tab is active, displaying sections for 'Dependents', 'Benefits', and 'Beneficiaries'. Below these sections, there is a large yellow bar with the text 'Change Open Enrollment' and a value of '1,266.03'. A red arrow points to this button. The 'View' tab is also visible, showing 'Benefit Electors' and 'Benefit Elector as of Date'. The interface is cluttered with various colored bars and icons, suggesting a complex data visualization or reporting tool.



# Office of Group Benefits 2022 PLAN YEAR

# Office of Group Benefits

- f* Pelican and Magnolia Plans – 5% premium increase
- f* Vantage Plan – 10% premium increase
- f* PBM Change – Express Scripts
- f* No plan design changes
- f* Wellness Credit
- f* Bariatric Surgery
- f* ID cards

# LSU FIRST 2022 PLAN YEAR

**LSU**

# 2021 RFP Review

*f*LSU First: Administrative Services Only (ASO) + Medical Management + Network + FSA

*f*Committee comprised of various staff from A&M & PBRC

*f*Notice of Intent: WebTPA

*f*Change in Medical Management: WebTPA and HighCare

*f*Network: Verity HealthNet (First Choice and Verity) and Aetna ASA (national wrap)

*f*FSA: Diversified Benefit Services (DBS)



*f* New for 2022

*f* 90 Supply of Maintenance Medications are available at Retail Pharmacy vendors

*f* CVS, Walgreens, local pharmacies







# Premium Tier Restructure

Tier	Industry	LSU First
Employee + Spouse	2.2	1.9
Employee + Child	1.8	1.2
Family	3.0	2.2

# Premium Tier Restructure

Class	2022 Rate	Net Increase
Employee Only	\$202.64	\$3.22
Employee + Spouse	\$595.62	\$19.06
Employee + Child(ren)	\$313.84	\$26.82
Family	\$730.82	\$40.56

# Current Projects and Initiatives

*f* MentalHealth

*f* BariatricProgram

*f*

# Other Benefits 2022 PLAN YEAR

# Other Benefits

*f*Dental



# UHC Life Insurance

*f*Employee-Currently covered: May increase by 1 increment of \$10,000 (not to exceed the lesser of \$350,000 or 3 times basic annual earnings) without proof of good health (EOI)\*

*f*Employee-Not Currently Covered: May elect \$10,000 without proof of good health (EOI)\*

# UHC Life Insurance

## Open Enrollment

- A spouse must submit proof of good health (EOI) and be approved to elect any new or additional coverage up to the maximum of \$175,000 or 50% of the Employee's amount of coverage.

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# Identity Protection

*f* Identity Protection

*f* Current Vendor: IdentityForce

*f* Renewed for 3 years

*f* Enhanced Benefits

*f* Rate Reduction

*f* 3 Year Rate Guarantee



# Identity Protection

	Ultra Secure ID		Ultra Secure Premium	
	Current	Eff 1/1/2022	Current	Eff 1/1/2022
Employee	\$9.96	\$5.98	\$16.96	\$7.96
Family	\$19.96	\$11.98	\$33.92	\$14.96



# Flexible Spending Accounts

Flexible Spending Account(s)

*f* Vendor: Diversified Benefit Services (DBS)

*f*

*f* Waived administrative fee for 2022 plan year

*f* Terminated employees can utilize and incur claims until the last day of the month. Claims must be filed by the last day of the following month.



# Flexible Spending Accounts

Healthcare

Dependent Care

\_\_\_\_\_





# Supplemental Retirement

**LSU**







# Retirement 101

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# Questions

**LSU**