



# PRAIRIE VIEW A&M UNIVERSITY

A Member of the Texas A&M University System

June 26, 2019

## OFFICE OF BUSINESS AFFAIRS MEMORANDUM FY 19-31

Distributed via Campus Email

TO: All Faculty and Staff

FROM: Corey Bradford *Corey*  
Senior Vice President for Business Affairs

RE: Benefit Open Enrollment for Fiscal Year 2020

The Annual Benefit Enrollment period during which you can change your benefit selections, will begin July 1, 2019 and continue through July 31, 2019. All plan changes become effective on September 1, 2019.

### **Benefit Highlights and/or Changes for Fiscal Year 2020 are:**

- **A&M Care Plan Changes:**
  - The premium for full time employee only level coverage will remain at **\$0.00**
  - The deductible remains unchanged at **\$400.00**
  - Office visit copays will **remain** the same at **\$20.00** for PCP visit and from **\$30.00** for the Specialist
  - The plan will remain on a payment scale of **80%-20%**
  - Grandchild(ren) Dependent Re-Certification – In order to be considered an eligible dependent, grandchild(ren) must be **claimed as a dependent on your income tax return**. Employees or Retirees currently covering a grandchild must recertify their dependent grandchild and submit new documentation to the Office of Human Resources.
  
- **J Plan:**
  - The premium for full time employee only coverage will remain at **\$0.00**
  - The deductible will remain at **\$400.00**
  - Office visit copays will **remain** the same at **\$20.00** for PCP visit and **\$30.00** for the Specialist
  - The coinsurance will remain at **20%**

Office of Business Affairs

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➤ **Grad Plan Changes:**

- The premiums for Grad Student Health Plan **will increase slightly:** Employee only from \$37.00 to \$48.50 a month, Employee & Spouse from \$74.00 to 97.00 a month, Employee and Children from \$157.78 to \$191.28 a month, Employee & Family from \$265.67 to \$310.67
- The deductible will increase from **\$350.00 to \$500.00**
- The annual out-of-pocket maximum will increase from **\$6,350 to \$7,900**
- Prescription drug co-pays at the Student Health Center (SHC) will decrease from **\$15 to \$10/\$35**
- Prescription drug co-pays outside the Student Health Center will change from **\$15/\$30/\$60 to \$10/\$35/\$60**

➤ **65Plus Plan Changes:**

- The premium for retiree only level coverage will remain at **\$0.00**
- The deductible will remain at **\$400.00**
- Medicare Part D – Employee/Retiree spouses enrolled in plan **will receive their own** Express Scripts Prescription ID Card

➤ **Superior Vision:**

- No change in rates

➤ **Dental, Optional Life, Dependent Life, AD&D, LTD and Flexible Spending Accounts:**

- A&M Dental PPO – Diagnostic and preventative cleaning and x-rays will not count towards \$1,500 maximum benefit. Employees can get posterior (all teeth) composite, colored filling coverage – excluding metal fillings
- DeltaCare USA Dental HMO – premium costs **will slightly increase:** Employee only from \$19.11 to \$21.07 a month, Employee and Spouse from \$33.98 to \$37.47 a month, Employee and Children from \$34.25 to \$37.76 a month, Employee and Family from \$53.21 to \$58.66
- Optional Life insurance rates will remain the same
- Long Term Disability (LTD) rates will remain the same
- Healthcare Flexible Spending Account maximum annual election will increase from **\$2650.00 to \$2,700.00**
- Debit Card (Health Care Account only) **there is no change** but you must re-elect the plan every year

**Wellness:**

- **Health Assessment (HA) Addition to Wellness Incentive** –There is a two-step process for employees and their covered spouse to receive lowest cost on their medical premium. The employee and their covered spouse must complete an 1) annual wellness exam **and** 2) complete a health assessment. Employees may now choose to complete their Health Assessment using either the MyEvide platform or the Blue Cross Blue Shield “WellonTarget” platform. All members of the A&M Care Plan must complete their Health Assessment and the annual physical (as well as covered spouses) by **June 30, 2019** to receive the \$30.00 (\$60.00/spouse) monthly premium reduction for the plan year beginning

September 1, 2019. \*Retirees are not required as they already receive the lowest cost on their medical premium.

- **Wellbeing Management** – Effective September 1<sup>st</sup>, Blue Cross and Blue Shield of Texas will launch “Wellbeing Management”, an improved patient relationship experience. The phone numbers to Blue Value Advisor, Nurseline and Provider Finder will change. All calls should be made to Blue Cross and Blue Shield of Texas' customer service number at 1-866-295-1212.
- **Tobacco Surcharge** – A tobacco surcharge now applies to those using e-cigarettes. It previously included smoking and smokeless tobacco.

#### **Other Benefits Offered:**

- **Employee Assistance Program** – New Employee Assistance Program provider, ComPsych will start on September 1, 2019. This free benefit is available to both employees all household members. Now available to retirees and their dependents.
- **Express Scripts** – A new feature provides savings on human medications that is prescribed for your pets. Download your savings card at [www.insiderx.com/pets](http://www.insiderx.com/pets) and start saving on pet medications at over 44,000 pharmacies.

In order to ensure all faculty and staff have opportunities to be fully informed about benefit changes offered by Prairie View A&M University, the Office of Human Resources has planned a number of “Open Enrollment” meetings as well as an insurance provider presentation in the month of July. Provider representatives from BlueCross BlueShield, Express Scripts, Delta Dental, Cigna, Superior Vision and 2<sup>nd</sup> MD will be on campus on **July 15<sup>th</sup>, 2019**. In addition, several “Open Enrollment” meetings will be held across campus throughout the month of July. Please see the schedule given below for dates, times and location.

To better understand the changes and specifics of each plan, please attend one of the “Open Enrollment” sessions scheduled. In the coming weeks you can expect to receive information mailed to your home as well as emailed communications from Texas A&M System Benefits Administration regarding your benefits. Further information on plan changes for 2019-2020, premiums and specific documents are available at <https://www.tamus.edu/business/benefits-administration/open-enrollment/>.

Beginning July 1<sup>st</sup> you will be able to enroll, review, and make changes from the “Open Enrollment” document delivered to your Workday inbox.

Should you have any questions regarding benefit plans or would like to schedule an appointment during the Open Enrollment period, please contact the Benefits Team at [benefitsteam@pvamu.edu](mailto:benefitsteam@pvamu.edu) or the Office of Human Resources at 936-261-1730.

**July 2019 Open Enrollment Meeting Schedule**

Date	Time	Session and Location
<b>July 11, 2019</b>	<b>1:30 p.m. – 2:30 p.m.</b>	<b>A.I. Thomas Building – Auditorium Open Enrollment Session</b>
<b>July 15, 2019</b> <b>July 15, 2019</b>	<b>9:00 a.m.-11:00 a.m.</b> <b>2:00 p.m. – 4:00 p.m.</b>	<b>John B. Coleman Library, Room 108</b> <b>Refreshments will be provided</b>  <b>Insurance Provider Presentations</b>  <b>Insurance Provider Presentations</b>
<b>July 18, 2019</b>	<b>10:00 a.m.– 11:00 a.m.</b>	<b>Student Recreational Center, Multi- purpose Room 1</b> <b>Open Enrollment Session</b>
<b>July 25, 2019</b>	<b>2:00 p.m. – 3:00 p.m.</b>	<b>Juvenile Justice Building – Auditorium (Room 155)</b> <b>Open Enrollment Session</b>
<b>July 29, 2019</b>	<b>10:00 a.m. – 11:00 a.m.</b>	<b>Student Recreational Center, Multi- purpose Room 1</b> <b>Open Enrollment Session</b>