

Arkansas State University System

Proposed Benefit Changes Provided by Lockton for 2016

1. Consider realigning health care tiers to industry standards
2. Forfeit Grandfather Status which provides:
 - a. \$0 Preventive Care visits (subject to age and frequency limitations)
 - b. \$0 Women's Health (i.e. \$0 contraceptives, breast pumps, lactation consulting, etc.)
 - c. Coverage of routine costs associated with clinical trials
 - d. Expanded claims and appeal process
3. Proposed Plan Changes:
 - Increase Out-of-Pocket Maximum for individuals from \$1,700 to \$2,500 for in-network services and family from \$3,400 to \$5,000
 - Increase Out-of-Pocket Maximum for individuals from \$2,250 to \$3,050 for out-of-network and increase family from \$4,500 to \$6,100
 - Co-pays would now go toward the out-of-pocket maximum this includes co-pays for (PCP, Specialist, Chiropractor, Urgent Care, and Prescription Drugs).
 - Establish a \$50 co-pay for Specialist visits. These visits currently apply to the deductible and then are paid at 80% after meeting deductible.
 - Change Out-of-Network coverage from 70/30 to 60/40
 - Mental Health Coverage – change services to pay as a \$35 co-pay. Mental health visits currently apply to deductible and then pay 80% after meeting deductible.
4. There are no proposed pharmacy plan changes.
5. Dental – Still in contract negotiations – should see little to no increase in plan cost.
6. Vision – Contract Negotiations have provided for an increase in coverages including increasing the frame allowance from \$130 to \$150 and increasing contact lens allowance from \$130 to \$150. No premium increase with this option.
7. University paid life for employee and dependent – Change new hire coverage from first day of employment to 1st of the month following benefit elections. This brings elections in line with all benefits.
8. Unum Voluntary Products (hospitalization, accident, and critical care policies) will no longer be offered. Existing participants will be able to continue these through direct bill.
9. Long-term Care Insurance – this will be the last year in which participants can elect long-term care coverage. CNA is no longer offering a group long term care product. Individuals who have/elect this coverage will be converted to individual direct bill.
10. Spousal supplemental life can be increased during open enrollment by \$5,000 without evidence of insurability (unless previously denied).