State Employee Health Plan Open Enrollment - Plan C

Please disregard this email if you have already completed your PY 2018 Open Enrollment.

Our records indicate that you participated in Plan C, a Qualified High Deductible Health Plan (QHDHP) during Plan Year (PY) 2017.

For more information about the “active” enrollment requirement, Plan C and the new medical plan options and changes, HSA employee contributions amounts, HSA/HRA employer contribution amounts, MAP enrollment and more, please see the KU Open Enrollment website. Please note, a new QHDHP, Plan N, will be offered in PY 2018.

Plan Year 2018 Updates

- The Plan C deductible will remain the same ($2,750 to for single and $5,500 for dependent coverage) but the combined out of pocket maximum, for medical and pharmacy, increased from $5,000 to $5,500 for single and from $10,000 to $11,000 for family.

- The Employer annual HSA and HRA contributions will remain the same, and employees and covered spouses will each be eligible to earn up to $500 in Employer HAS or HRA contributions through HealthQuest activities.

- If, during PY 18, you will be age 55 or older, you can elect to make an HSA additional “catch-up” contribution of up to $1,000. You can make that election during online Open Enrollment to be effective with the first contribution in January or you can make that election during the year.

- The Employer HSA and HRA contributions will be deposited in four quarterly installments for active employees. The employer contribution will be based on your enrollment at the time the contribution is made.

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<thead>
<tr>
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<th>Active appointment status required as of this date</th>
<th>Paycheck date</th>
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</thead>
<tbody>
<tr>
<td>1st installment</td>
<td>January 1, 2018</td>
<td>January 12, 2018</td>
</tr>
<tr>
<td>2nd installment</td>
<td>April 1, 2018</td>
<td>April 6, 2018</td>
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<tr>
<td>3rd installment</td>
<td>July 1, 2018</td>
<td>July 13, 2018</td>
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<tr>
<td>4th installment</td>
<td>October 1, 2018</td>
<td>October 5, 2018</td>
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**HSA Payroll Deduction**
The first HSA deduction will be from the January 12, 2018 paycheck.

- Twelve-month staff will have deductions from 24 checks (the first two checks each month). When the month has a third paycheck no deduction will be taken.

- Academic year faculty and staff with positions designated as less than twelve-month will have HSA deductions from 24 checks (the first two checks each month). Therefore, if there are summer paychecks, the HSA will be taken from those checks. Beginning in September, the balance of the HSA annual contribution amount will be taken from eight remaining checks in the year (the first two checks in the months of September through December) and will be systematically adjusted accordingly.

**Health Reimbursement Account (HRA)**

- Plan C members who are not eligible for an HSA will be eligible for a Health Reimbursement Account (HRA).
- New for PY 2018, Plan C members who are eligible for an HSA can elect, instead, to enroll in an HRA. The Employer contributions are the same for both HRAs and HSAs and will be paid in four installments to active employees.

What is the difference between HSA and HRA?
Unlike the HSA, the HRA has employer contributions only (no employee contributions), is not portable, unused amounts do not roll from year to year and it cannot be converted to cash or assigned to a beneficiary.

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**Open Enrollment must be completed by midnight October 31, 2017.**

We strongly encourage you to enroll early in October in case you need assistance.

For more information, please visit the [KU Open Enrollment website](#)

KU Benefits 150 Carruth O'Leary 8 am – 5pm - benefits@ku.edu | 785-864-7402