

Date: November 10, 2011
To: Part Time Employee 51% FTE to 74% FTE
From: The Department of Human Resources
Subject: Change in Healthcare Contribution Structure for Employees with a 51% to 74% Full Time Equivalent (FTE)

Effective January 1, 2012, the university policy has changed for part time employees 51% to 74% FTE. Current and new employees, appointed to a position with a 51% to 74% annual FTE, will pay the same healthcare contribution rate as a full time 75% FTE or greater based on an annualized salary. Employee contributions to dental and vision benefits will be a flat rate for all benefit eligible staff.

If you choose to enroll in health care benefits for the first time or make changes to your current elections for 2012, all election forms must be received by Wednesday, November 23rd, 2011.

All open enrollment information is available in electronic format at <http://www.wright.edu/hr/2012openenroll.html> including enrollment forms, rates sheets and a schedule of remaining open enrollment meetings.

Please feel free to attend one of the remaining open enrollment meetings or contact me directly at 775-4217 or by email at Anthony.linz@wright.edu if you have any questions about this information.

Attachments

Non Bargaining Faculty and Staff- Health Care Employee Contributions

Effective January 1, 2012

Plan	Tier	Employee Amount <\$30,000		Employee Amount (\$30,000-\$49,999.99)		Employee Amount (\$50,000-\$74,999.99)		Employee Amount (\$75,000-\$99,999.99)		Employee Amount (>\$100,000)	
		You	WSU	You	WSU	You	WSU	You	WSU	You	WSU
Anthem Blue Preferred (HMO) Plan	EE	\$69.17	\$483.74	\$84.98	\$467.93	\$100.76	\$452.15	\$116.56	\$436.35	\$132.35	\$420.56
	EE+1	\$120.66	\$1,040.44	\$152.58	\$1,008.52	\$184.50	\$976.60	\$216.43	\$944.67	\$248.34	\$912.76
	EE+2	\$158.52	\$1,500.20	\$202.71	\$1,456.01	\$246.88	\$1,411.84	\$291.04	\$1,367.68	\$335.24	\$1,323.48
Anthem Blue Access (PPO) Plan	EE	\$31.59	\$513.35	\$47.70	\$497.24	\$63.18	\$481.76	\$78.98	\$465.96	\$94.77	\$450.17
	EE+1	\$63.84	\$1,080.51	\$95.77	\$1,048.58	\$127.68	\$1,016.67	\$167.37	\$976.98	\$191.52	\$952.83
	EE+2	\$88.34	\$1,546.45	\$132.52	\$1,502.27	\$176.69	\$1,458.10	\$220.86	\$1,413.93	\$265.03	\$1,369.76
Lumenos High Deductible Health Plan (HDHP) PPO with HSA	EE	\$21.76	\$516.09	\$32.63	\$502.22	\$43.51	\$494.34	\$54.39	\$483.46	\$65.27	\$472.58
	EE+1	\$43.97	\$1,051.20	\$65.95	\$1,029.22	\$87.93	\$1,007.24	\$115.27	\$979.90	\$131.79	\$963.38
	EE+2	\$60.84	\$1,431.67	\$91.27	\$1,401.24	\$121.69	\$1,370.82	\$152.11	\$1,340.40	\$182.53	\$1,309.98

Plan	Tier	Employee Share	Employer Share
Dental	Employee	\$3.85	\$21.65
	Employee + 1	\$7.10	\$39.99
	Employee + 2 or more	\$13.20	\$74.49
Vision	Employee	\$0.85	\$4.67
	Employee + 1	\$1.70	\$9.34
	Employee + 2 or more	\$2.80	\$15.89

2012 Open Enrollment Meeting Schedule (October 31st through November 16th)

Target Audience	Date	Day	Time	Location	Benefit Vendors	Topic Highlighted
Main Campus	November 1	Tuesday	11:00 am	E163	TBA	Highlight changes and general overview
Main Campus	November 3	Thursday	9:00 am	E163	TBA	Highlight changes and general overview
Main Campus	November 4	Friday	1:00 pm	E163	TBA	Highlight changes and general overview
LAKE CAMPUS	November 7	Monday	10:00 am and 2:00 pm	177 Dwyer	TBA	Highlight changes and general overview
Main Campus	November 8	Tuesday	10:00 am	E157	TBA	Highlight changes and general overview
Main Campus	November 9	Wednesday	9:00 am	E156	TBA	Highlight changes and general overview
Main Campus	November 10	Thursday	1:00 pm	E163	TBA	Highlight changes and general overview
Main Campus	*November 14	Monday	9:00 am 6:00 pm	E157	TBA	Highlight changes and general overview
Main Campus	*November 15	Tuesday	1:00 pm	E157	TBA	Highlight changes and general overview
Main Campus	*November 16	Wednesday	2:00 pm 5:00 pm	E157	TBA	Highlight changes and general overview

Each meeting will highlight changes and a general overview. Deadline for all paper forms for changes is Wednesday, November 23rd, 2011.