

**MEDICAL AND Rx PLAN CHANGES**

1. Comply with new federal regulations, required PPO Out-of-Pocket Max (OOPM) accumulation for medical copays.
  - a. cost is reflected in the employee contributions on the PPO plan
  
2. Removal of annual dollar limits on essential health benefits.
  - a. essential health benefits are defined by State definitions but include categories of benefits such as pediatric services, maternity and newborn care, hospitalization emergency services, etc.
    1. Removed the current dollar limit on Growth Hormone Therapy.
    2. Removed the limit on Diabetes self-management education materials.

**DENTAL, VISION, AND DISABILITY PLANS**

1. No plan changes.

**FLEXIBLE SPENDING ACCOUNT CHANGE**

1. An open and competitive request for proposal for the University’s Flexible Spending Account, Dependent Care Account, and Health Reimbursement Account has been submitted to Purchasing.

**RATE CHANGES**

<b>EMPLOYEE Bi-Weekly Rates – Standard PPO</b>	
<b>Coverage Level</b>	<b>2014</b>
Employee Only	\$ 56.75
Employee & Spouse	\$ 119.18
Employee & Child	\$ 79.46
Employee & Children	\$ 120.31
Employee & Family	\$ 160.04
<b>EMPLOYEE Bi-Weekly Rates – HDHP</b>	
<b>Coverage Level</b>	<b>2014</b>
Employee Only	\$ 24.99
Employee & Spouse	\$ 52.48
Employee & Child	\$ 34.99
Employee & Children	\$ 52.98
Employee & Family	\$70.47