

Welcome

The University of Louisville’s benefits team brings you a quarterly newsletter to provide you with reminders and valuable information related to your benefits.

All about Flexible Spending Accounts for 2018



Discovery Benefits is new vendor for Flexible Spending Accounts in 2018

There is a new vendor for flexible spending accounts (FSA) in 2018, Discovery Benefits. If you enrolled in a FSA for 2018, you should have already received a welcome letter with your new card for your health care flexible spending account(s). For more information about FSAs for 2018, visit <http://louisville.edu/hr/benefits/fsa>.

Flexible Spending Account Grace Period

Don’t leave money behind! The University of Louisville Health Care and Dependent Care Flexible Spending Accounts (FSA) have a grace period until March 15, 2018. This grace period gives you an additional two-and-a-half months to incur new expenses using your prior-year FSA funds. While Discovery Benefits is the new provider for FSA accounts in 2018, Chard-Snyder will continue to manage any expenses for 2017 FSA accounts through the grace period.

How do I know if I should use my Discovery Benefits card or Chard-Snyder Benny card?

If you still have remaining 2017 funds available in your FSA, don’t let these funds go unused. You will continue to use your Chard-Snyder Benny card until March 15, or until you run out of 2017 money. View this helpful grace period guide (<http://louisville.edu/hr/benefits/fsa/fsa-grace-period-handout>) to help you determine which card you should use.

Keep track of your FSA Balance

If you are not sure how much you have left in your FSA, you can access your 2017 Health Care or Dependent Care FSA at Chard Snyder www.chard-snyder.com/. 2018 FSA accounts are managed through Discovery Benefits at www.discoverybenefits.com.

Reminder: PCA Accounts deadline approaching

Are you enrolled in a University of Louisville PCA High or PCA Low health plan? If you are, DON’T FORGET to use your PCA/HRA dollars for 2017 expenses. You have until March 31, 2018 to submit claims for 2017 services. Now that it’s 2018, remember that you cannot use your debit card if you are trying to pay for services you incurred in 2017. You will need to submit receipts or use the online portal reimbursement for any expenses not charged on the card prior to Dec. 31, 2017. We highly recommend using the mobile app, or the online member portal, which makes staying on top of claims very simple. Please visit our website for more information on the PCA accounts and links to the claim form and help with registering for the online member portal, <http://louisville.edu/hr/benefits/health/pca>.

Continued “How do these PCA plans work?”

BENEFIT PROVIDERS

Health Insurance

Anthem Blue Cross Blue Shield
855.747.1137
Nurse Line: 888.279.5378
www.anthem.com

Dental Insurance

MetLife
1.866.832.5756
www.MetLife.com/mybenefits

Flexible Spending Accounts

Discovery Benefits
1.866-451-3399
www.discoverybenefits.com

Vision Insurance

Davis Vision
1.877.923.2847
www.Davisvision.com

Prescription Drug Coverage

Express Scripts, Inc.
1.800.298.6890
www.express-scripts.com

KY RX Coalition

855.218.5979
www.kyrx.org

Life Insurance

MetLife
1.800.638.6420

Long Term Disability

MetLife
1.800.858.6506

Short Term Disability

Humana
1.877.378.1505

Continued from “PCA Accounts deadline approaching”

How do these PCA plans work?

UofL provides an annual allowance in a Health Reimbursement Account (HRA) if you elect a PCA plan. During the course of the year, you can use your funds for eligible out-of-pocket medical expenses. In addition to the Anthem BlueCross BlueShield ID card, you will receive a HealthEquity card with a Visa logo. This card is preloaded with the allotted PCA benefit allowance each plan year (\$500, \$1,000 or \$2,000) and may be used for eligible health care expenses only. Anthem will receive and process a medical claim, and then send the claim to be reviewed for payment from your HRA. Unused PCA benefit allowance may roll over to the following year if you re-enroll in a PCA benefit plan. Maximum rollover amount is up to three times the university annual contribution.

Although these high deductible PCA plans require a little more action on your part, they can result in big savings. Just remember to stay on top of claims and pay any bills on time.

What is the difference between a cold and the flu?

The flu and the common cold are both respiratory illnesses but they are caused by different viruses. Because these illnesses have similar symptoms, it can be difficult to tell them apart. In general, the flu is worse than the common cold, and symptoms are more intense. People with colds are more likely to have a runny or stuffy nose. Colds generally do not result in serious health problems, such as pneumonia, bacterial infections, or hospitalizations.

Since it can be difficult to tell the difference between the illnesses based on symptoms alone, special tests can be completed in the first few days of the flu to check specifically for the influenza virus.

During flu/cold season hand washing is essential to avoid spread of the virus, have plenty of hand sanitizer on hand and regularly wash your hands with soap and water. It is also still advisable to get a flu shot this year, if you have not already, especially for individuals with chronic illnesses.

Source: www.cdc.gov/flu/about/qa/coldflu.htm



Changes coming to Pharmacy Coverage April 1

As previously communicated to all employees, some new initiatives will begin April 1, 2018, for our pharmacy coverage at the university. Visit Louisville.edu/hr/benefits/pharmacy for the full communication and additional information.



RETIREMENT CORNER

America Saves Week February 26-March 3

This is a great time to think about your savings, especially your savings for retirement. Make the most of America Saves Week and think about increasing your contributions to your University of Louisville 403(b) Retirement Plan. It’s a smart and easy way to help your savings grow. Are you taking advantage of the 2.5% Employee and Employer match offered by the university? In doing so, the university contributions will increase to 10%. Already participating in the match? You may want to consider increasing the amount you are saving, even if it’s just 1%. Your current contribution elections can be viewed on our Plan Master Administrator website, www.Netbenefits.com.

