

FACULTY AND ACADEMIC STAFF BENEFITS COMMITTEE  
CURRENT BENEFITS ISSUES & EVENTS  
(FINAL; INFORMATION)

**HEALTH PLANS**

1. In February 2012, COGFA gave consent to continue with self-insurance plans, which allows the Open Access Plans (OAPs) to continue as options.
2. Based on a settlement agreement in the law suit, State Procurement will issue a new RFP for fully insured HMO plans for all counties except the 6 Chicago-area counties covered by Blue Cross Blue Shield. Once RFP is issued (March/April), dismissal of law suit is expected.
3. QCHP RFP had 5 responses being evaluated, with an award expected soon.
4. Benefit Choice will open on May 1<sup>st</sup>; however Flex Spending Account enrollment and changes may be the only choice available at that time. Two Benefit Choice periods, or one long one, may be expected.
5. A complete list of health plans and counties of availability will not be ready May 1<sup>st</sup>, but will be released as soon as possible.
6. Rates and plan design changes are subject to negotiations between the State of Illinois and the State's AFSCME council. Determination of rates and plan design are not known at this time.
7. Most likely the new High Deductible Health Plan (HDHP) won't be available until the second Benefit Choice period or late into the first one (Fall).
8. UPB-Benefits and UHR are working to schedule multiple Benefit Education Seminars toward the end of April. Janice Bonneville, Deputy Director, Benefits at CMS will speak at these sessions. Employees and annuitants will be invited to hear the latest health plan info from CMS.

**BENEFITS STATEMENTS FROM CMS**

1. CMS will mail Benefits Statements to covered employees in March, stating benefits as of 3/1/2012. Will include employee cost, state cost, dependent info, Medicare info, FSA contribution, and imputed income for non-IRS dependents.
2. CMS plans to make the Benefits Statement available online in the future.

**PROPOSED LEGISLATION**

1. **HB5531 (L. Arroyo)** Univ. Workers & Tuition Waiver Repeal Amends various Acts relating to the governance of State universities. Repeals provisions that permit the children of employees of a State university who have been employed by any one or by more than one State university for an aggregate period of at least 7 years to receive a 50% tuition waiver. **Progressed to 2<sup>nd</sup> Reading in Originating House.**
2. **HB4996 (D. Biss)** Univ. Pensions & Work Certif. - Amends the State Universities Pension Code. Provides that if an employer notifies the State Universities Retirement System that it has employed an annuitant for more than 100 paid days or 500 paid hours in a school year, then the System shall certify to the employer the current value of the annual retirement annuity of that annuitant. Provides that if an employer receives such a certification, then the employer shall pay the certified amount to the System within one year after receiving the certification; amends numerous universities and public community colleges acts to make conforming changes. **Progressed to 2<sup>nd</sup> Calendar Reading in Originating House.**

### **DEFERRED COMP/457 PLAN**

1. State of Illinois Board of Investments is planning to allow participants to take a loan from their 457 account; however, no date yet on when this will be available. It will not be effective before July 1. CMS will communicate when the loan provision becomes available.

### **PENSION/RETIREMENT**

1. A retirement planning conference will be held at the Activities and Recreation Center (ARC) on Sunday, April 1<sup>st</sup>. As of March 14, there are 353 registered for this conference.
2. An additional SURS retirement planning session will be held on May 24, 2:00 PM, Wohlers Hall.
3. IGPA Pension Forums held week of March 5, 2012. More info at <http://igpa.uillinois.edu/pensions> View recorded webcasts online:
  - a. UIUC: [http://flash.atlas.illinois.edu/video.html?player=FLOW&src=ocA\\_vixEykiAUezZGk7pLQ&width=480&height=390](http://flash.atlas.illinois.edu/video.html?player=FLOW&src=ocA_vixEykiAUezZGk7pLQ&width=480&height=390)
  - b. UIC: <http://flash.atlas.illinois.edu/video.html?player=FLOW&src=6nsnXPqMD0qQput8-r194A&width=480&height=390>
  - c. UIS: <http://www.uis.edu/informationtechnologyservices/iss/webcasting.html>
4. NESSIE's Pension Reform Efforts and Legislation page has been updated, see [https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item\\_ID=4534](https://nessie.uihr.uillinois.edu/cf/benefits/index.cfm?Item_ID=4534) or the announcement on NESSIE's home page.

### **PENSION NEWS IN OTHER STATES**

#### Missouri

- Missouri retirement program praised in report – <http://www6.lexisnexis.com/publisher/EndUser?Action=UserDisplayFullDocument&orgId=2778&topicId=100023346&docId=l:1622065161&Em=7&start=5>

#### Virginia

- Assembly passes pension overhaul; part of burden shifts to teachers, local employees – <http://www6.lexisnexis.com/publisher/EndUser?Action=UserDisplayFullDocument&orgId=2778&topicId=100023346&docId=l:1622043358&Em=7&start=2>

#### Government Accountability Office: 25 states have made state workers pay more toward retirement

- Half of states have moved to increase state workers' retirement-plan contributions since 2008, according to a report from the GAO. The federal government has made similar changes, requiring higher employee contributions by new hires. Rising requirements for worker contributions came as a result of expanded benefits combined with recent low investment returns, the report said. – [http://www.washingtonpost.com/blogs/federal-eye/post/higher-contributions-part-of-a-trend/2012/03/05/gIQAalbLtR\\_blog.html](http://www.washingtonpost.com/blogs/federal-eye/post/higher-contributions-part-of-a-trend/2012/03/05/gIQAalbLtR_blog.html)

This document compiled by University Human Resources (UHR), contact Katie Ross in UHR at [katross@uillinois.edu](mailto:katross@uillinois.edu) with inquiries. Contact UPB-Benefits Services at 217-333-3111 for benefit plan questions specific to a faculty or staff member's own situation. Contact SURS at 217-378-8800. All other questions can be sent to [uihr@uillinois.edu](mailto:uihr@uillinois.edu)

**IBHE PEER GROUP PLUS TUITION BENEFIT SUMMARY TABLE**

*There are some important limitations to this summary: 1) The table does not distinguish between what kind of tuition assistance is provided, i.e., it may be monetary, waiver, partial vs. 100%. 2) If there is not an x in a column for a given school, it does not mean that the school doesn't offer, it simply means that information was not found on websites, not available, or not provided in surveys.*

	<b>Employee</b>	<b>Spouse/Domestic Partner</b>	<b>Dependents</b>
Arizona State University	X		X
Auburn University - Montgomery	X	X	X
Brown University	X		X
Clark University	X	X	X
College of Charleston			
College of William and Mary	X	X	X
Columbia University - Main Division	X	X	X
Duke University	X		X
Florida State University	X		
Georgia College and State University	X		
Iona College	X	X	X
Johns Hopkins University	X	X	X
Lake Superior State University	X	X	X
Marist College	X	X	X
Michigan State University	X	X	X
New York University	X	X	X
Northern Michigan University	X	X	X
Northwestern University	X	X	X
Shippensburg University of Pennsylvania	X		
SUNY College at Brockport			
Temple University	X	X	X
Trinity University	X		X
Union College (NY)	X	X	X
University of Arizona	X	X	X
University of California - Berkeley			
University of California - Davis			
University of California - Irvine			
University of California - Los Angeles			
University of California - Riverside			
University of California - San Diego			
University of California - Santa Barbara			
University of California-Los Angeles			
University of Chicago	X		X
University of Delaware	X	X	X
University of Florida	X		X
University of Georgia	X		
University of Hawaii - Manoa	X	X	
University of Maryland - College Park	X	X	X
University of Massachusetts - Amherst	X	X	X
University of Michigan - Ann Arbor			
University of North Carolina - Chapel Hill	X	X	X
University of Oregon - Main Campus	X	X	X
University of Pennsylvania	X	X	X
University of Rochester	X	X	X
University of South Dakota	X		
University of Southern California	X	X	X
University of Texas - Austin	X		
University of Utah	X	X	X
University of Vermont & State Agricultural College	X	X	X
University of Virginia	X		
University of Washington	X		
University of Wisconsin - Green Bay	X		X
University of Wisconsin - Madison	X		X
Virginia Commonwealth University	X		
Virginia Polytechnical Institute & State University	X		
Washington University	X	X	X
Wayne State University	X	X	X
Yale University			X

## ILLINOIS PRIVATE INSTITUTIONS TUITION BENEFITS

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	<b>Employee</b>	<b>Spouse/Domestic Partner</b>	<b>Dependents</b>
Augustana College	X	X	X
Blackburn College			
Blessing-Rieman College of Nursing			
Bradley University	X	X	X
Eureka College			
Greenville College			
Illinois Baptist College			
Illinois College	X		X
Illinois Wesleyan University			
Knox College	X	X	X
Lakeview College of Nursing			
Lincoln Christian University			
Lincoln College			
MacMurray College			
McKendree University			
Methodist College of Nursing	X		
Midstate College			
Millikin University	X	X	X
Monmouth College	X	X	X
Morrison Institute of Technology			
Olivet Nazarene University			
Principia College			
Quincy University	X	X	X
Rockford Career College			
Rockford College			
Sanford-Brown College			
Springfield College in Illinois			
St. Anthony College of Nursing			
St. Francis Medical Center College of Nursing			
St. Johns College	X		
Trinity College of Nursing & Health Sciences			
Urbana Theological Seminary			
Vatterott College			

## UNIVERSITY OF WISCONSIN SURVEY ON TUITION BENEFITS

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	<b>Spouse/Domestic</b>		
	<b>Employee</b>	<b>Partner</b>	<b>Dependents</b>
University of Chicago	X		X
Indiana University	X	X	X
University of Iowa	X		
University of Michigan	X		
University of Minnesota	X		
North Dakota	X	X	X
Northwestern University	X	X	X
Oregon	X	X	X
Penn State	X	X	X
Purdue	X	X	X
Wisconsin	X		

## AAUDE INSTITUTIONS TUITION BENEFITS

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	<b>Employee</b>	<b>Spouse/Domestic Partner</b>	<b>Dependents</b>
Arizona	X		X
Colorado	X		X
Florida	X		X
Indiana	X		X
Iowa	X		
Iowa State	X		
Kansas	X		
University of Maryland	X		X
Michigan	X		
Michigan State	X		X
Minnesota	X		
Missouri	X		X
Nebraska	X		X
Ohio State	X		X
Oregon	X		X
Penn State	X		X
Pittsburgh	X		
Purdue	X		X
University of Rochester	X		X
Rutgers	X		X
SUNY-Buffalo	X		
Texas	X		
University of Washingto	X		
Wisconsin			