New Contracts Awarded for UT SELECT Medical Plan Administrator and UT System Health Risk Assessment and Wellness Platform

The UT System Office of Employee Benefits is required under state law to request and evaluate competitive proposals at least once every six years for each insurance plan offered as part of the UT Benefits program, as well as for the contracts for all administrative services provided in support of self-funded plans by third-party administrators. This process ensures that the costs and features of the insurance plans and related administrative services remain competitive with the current marketplace. And, most importantly, it ensures that UT System plan participants continue to receive the best possible benefits at the lowest possible overall cost.

Following recent Requests for Proposals (RFPs) and an extensive review process, the Administrative Services contract for the Self-Funded UT SELECT Medical PPO Plan was awarded to Blue Cross and Blue Shield of Texas (BCBSTX). The Administrative Services contract for a Health Risk Assessment, Wellness Platform and Incentive Fulfillment Program within the Self-funded UT SELECT Health Plan was awarded to Provant Health Solutions. Both programs will serve benefits eligible University of Texas System employees, retirees, and their dependents who are participants in the UT SELECT Health Plan. The Office of Employee Benefits is extremely pleased with the results of the competitive bid process and very glad to be able to offer these outstanding programs to participants.

The selection of BCBSTX to continue administration of the UT SELECT Medical plan allows participants to enjoy uninterrupted access to the BCBSTX provider network. The new contract with BCBSTX is effective September 1, 2013.

The selection of Provant Health Solutions as the administrator for a new Health Risk Assessment, Wellness Platform and Incentive Fulfillment Program will offer employees, retirees and eligible dependents new ways to identify personal health risk factors, provide tools for positive choices to improve long-term health, and rewards for taking positive action. In cooperation with the new vendor, the program includes:

- A confidential online health assessment, which takes only about 15 minutes to complete and offers personalized recommendations on how to best maintain and improve health.
- A comprehensive online health and wellness portal with calorie trackers, meal and exercise plans, wellness workshops, a nurse hotline, and much more, all available 24/7.
- Incentives and rewards for completing parts of the program and taking steps to achieve and maintain good health.

The new contract with Provant Health Solutions will begin soon. Beginning February 15, 2013, program services provided by Provant will be available at no additional out-of-pocket cost to all employees, retirees, and adult dependents (aged 18 and over) who are enrolled in the UT SELECT Medical plan.

Watch for more details regarding each of these plans in upcoming newsletters and publications.
BE A WISE HEALTHCARE CONSUMER

New Reporting Requirement for W-2s Issued after January 1, 2013

This year, as a part of the Affordable Care Act (ACA), employers are required to report the total calendar year cost of your employer-sponsored health insurance benefits on an employee’s Form W-2. This reporting is for informational purposes only. The value of your employer-sponsored health insurance benefits is not considered taxable income. W-2s issued after January 1, 2013 are required to include this reporting.

Where will the total value of my employer-sponsored health insurance benefits be listed on my W-2?

The guidance requires that employers report the new information on W-2 forms in Box 12, using code DD.

What does the value of the number of Box 12 represent?

The value listed in Box 12 is derived from the calendar year cost of your employer-sponsored Basic UT SELECT Medical plan minus:

- the cost of $20,000 Basic Life insurance;
- the cost of $20,000 Basic Accidental Death and Dismemberment insurance; and
- the UT System contribution to each UT institution’s Employee Assistance Program.

Does reporting the cost of coverage on a W-2 have any impact on whether the coverage is taxable?

No. This reporting is informational only and does not mean that employer-provided coverage is taxable.

Does the cost of coverage include both the portion of the cost paid by the employer and the portion of the cost paid by the employee?

Yes. The cost of coverage includes both the portion of the cost paid by the employer and the portion of the cost paid by the employee.

What is not included in the total cost of coverage?

According to IRS Notice 2012-9, applicable employer-sponsored coverage does not include:

- Coverage for excepted benefits under the Health Insurance Portability and Accountability Act (HIPAA), such as:
  - long-term care insurance,
  - voluntary accident insurance,
  - disability income,
  - liability and supplemental liability insurance, and
  - workers’ compensation insurance;
- Salary reduction contributions to a health flexible spending account (FSA);
- Coverage under a "stand-alone" dental or vision plan if the plan satisfies the requirements for being excepted benefits for purposes of HIPAA; or
- Coverage for employee assistance program (EAP), wellness program, or on-site medical clinic, if that employer does not charge a premium for this type of coverage under COBRA.
For more information, the IRS created a YouTube video to explain the requirement for reporting health insurance coverage on W-2s, which is available at http://bit.ly/irsw2video. If you have additional questions regarding this reporting requirement, please contact your institution’s Payroll office.

**UT FLEX - New Employee Alert Option - Debit Card Substantiation Notification**

The vast majority of debit card transactions for UT FLEX Health Care Reimbursement Accounts (HCRAs) are automatically verified and require no further action by a UT FLEX participant to validate the claim. A few situations do require participants to follow-up. Staying up to date when documentation is required for your UT FLEX debit card transaction is now easier than ever.

If PayFlex needs documentation to validate a debit card transaction, you no longer have to wait for a Receipt Request Letter to find out. As a UT FLEX participant, when you sign up for the Debit Card Substantiation Notification, you’ll receive an electronic notification when a debit card transaction is processed that lets you know if additional action is required on your part. The message you receive will depend on the card-related event.

**SCENARIO #1:** The member uses the debit card. The merchant approves the card at the point-of-purchase. PayFlex has not substantiated the card transaction yet.

**MESSAGE SENT:** Please save the receipt for your card transaction at (Merchant Name) in case we need to verify the expense.

**SCENARIO #2:** The member uses the card. The merchant processes the debit card transaction. PayFlex substantiates the card transaction. The member can view the transaction online.

**MESSAGE SENT:** Your card transaction of <$XX.XX> at (Merchant Name) has been substantiated. No further action will be required.

**SCENARIO #3:** The member uses the debit card. The merchant processes the card transaction. PayFlex is unable to substantiate the transaction. The member can view the transaction online.

**MESSAGE SENT:** Your card transaction of <$XX.XX> at (Merchant Name) will require documentation. Login online to learn more.

**How do UT FLEX participants with debit cards sign up for this notification?**

To sign up, you must login to the PayFlex member portal at www.utflex.com. At the top of the page, click on My Settings and then click Notifications / Email Address. Select the notifications you wish to receive and then click Submit.
RETIREMENT CORNER

How to Avoid Your Own Personal Fiscal Cliff

If you haven’t yet begun to focus on saving and investing for your future, there is no better time than now. The sooner you start, the greater your chance of reaching your financial goals and avoiding a personal fiscal cliff at retirement.

Your Options for Retirement Savings

As an employee of the University of Texas System, you already participate in a mandatory retirement plan. However, there will almost certainly be a gap between the income your mandatory plan provides and the income you will actually need to maintain your lifestyle. Fortunately, the UTRetirement Program offers a solution to bridge this gap and avoid the cliff.

The UTSaver 403(b) Tax Sheltered Annuity (TSA) and the UTSaver 457(b) Deferred Compensation plan (DCP) both offer participants an opportunity to save for retirement through regular, automatic payroll deductions. Even starting with amounts as low as $15 a month could help build security and peace of mind.

Your Choice on Handling Taxes

Both the TSA and DCP plans allow you to contribute your funds on a pre-tax basis. This means if you are in a 20% Federal Income tax bracket, for every $100 you contribute, you only realize an $80 deduction in your final check. This also reduces your taxable income at the end of the year. For participants who want to pay taxes now, you can elect the Roth TSA, in which you pay the full taxes now so that no taxes are due at the time you make a qualified distribution (at or over age 59 ½ where the account has been open for at least 5 years).

There’s No Better Time to Get Started Than Right Now

With the start of a new year, make a resolution to protect and reward yourself. Start saving now for a secure fiscal future.

To learn more, please visit our website at: www.utretirement.utsystem.edu.
New Year, New You! Get Inspired for a Healthy New Year.

It's a brand new year and a perfect time to make a fresh start on achieving the goals that are most important to you. Many popular New Year's resolutions focus on improving health and wellness, which is good news because being healthy helps protect us against disease and injury, as well as providing strength and energy to improve our quality of life.

In its article “Inspiration for a Healthy New Year,” (available at http://1.usa.gov/VKidgS) the Centers for Disease Control and Prevention (CDC) offers five specific tips for things you can do to live a healthier New Year. And if some personal inspiration will help get you started, the CDC also offers stories from three different people who changed their own health habits – and their lives.

When it comes to making and keeping New Year's resolutions, there is both good news and bad news. Let’s start with the bad news and get it out of the way because it’s always better to focus on the good news!

The Bad News: Most people won’t keep their resolutions. By the end of January, a third of those who started the year with a resolution have fallen off and by July more than half will have lost sight of their goals.

The Good News: When you make a plan or resolution, you are more likely to keep it than those who don't. Also, those who stick to their goals all the way through January have a good chance to make it those changes stick longer, and even throughout the rest of the year.

With all of that in mind, are you wondering what you can do to improve your chances of seeing your resolutions through? Making a specific, realistic plan for each of the goals that are most important to you is an important key to success. Having a focused plan means the changes you make will be more likely to stick. Following the steps below will help set you up for success by making sure your plans are well thought out and realistic.

- Look inward. Set personal goals that truly matter to you. You should be making changes to please yourself — not someone else.
- Think small. Break down large, difficult goals into smaller ones that are easier to keep. For example, if you’ve been inactive but want to get fit, start by vowing to take a brisk, 10-minute walk three days per week.
- Be realistic. Minor slip-ups are part of the process. Let’s say you resolved to eat a piece of fruit every day at lunch, but skipped Monday and Tuesday. Don’t beat yourself up. Just get back on track Wednesday.
- Make it fun. For example: To eat healthier, try one nutritious, new-to-you food each week. To reduce stress, meet a friend for coffee every week.
- Work Together. Setting a goal with a friend or relative gives you extra accountability, and can help you inspire and motivate each other.
- Keep track. Each time you meet a daily goal, circle the date on a calendar. Seeing tangible evidence of your progress is a great motivator.

UT System's "Living Well: Make it a Priority" Worksite Health & Wellness program provides a wealth of resources dedicated to your better health. Find additional helpful information at: www.livingwell.utsystem.edu.

HEALTHY RECIPE OF THE MONTH

Warm Up with Lighter, Satisfying Meals from Your Slow-Cooker

The New Year brings plenty of cold weather and that often inspires a craving for warm, comforting meals. After the holiday rush and lots of big meals during December, you may also be looking for healthier meal ideas that will satisfy the whole family without requiring too much effort. From College Bowl games to the Super Bowl, this is also a prime time of the year for some new snack options. You can make a variety of dishes using a slow-cooker that will meet all of these needs and more!

Why not try out one or two of these slow-cooker recipes this month from Cooking Light? If you like these and want more options or if nothing in this list strikes your imagination, you can find many more recipe options for your slow-cooker on the Cooking Light website at http://bit.ly/ZgBp6Z.

Five Favorite Slow-Cooker Recipes


Have a favorite healthy recipe? Share it with us at livingwell@utsystem.edu.