



## **Benefits Summary January 1, 2009**

### **Healthcare Rates**

- High Plan
  - No rate increase to employees.
  - EKU to increase its contributions by 5%.
- Standard & Economy Plans
  - Employee contribution reduced by 10%.
  - EKU no contribution changes.

### **Dental Rates**

- Voluntary, fully-insured plan
  - We do not have control of dental costs.
  - Dental premiums increasing by 6.5% due to higher utilization.

### **Benny Card (Flexible Spending Account)**

- Flexible Spending Account and the Benny Card administration will be free to employees effective January 1, 2009.
- EKU was able to negotiate a reduction in the cost (from \$1.60 to \$.50 per user), thereby making it affordable for the University, through FICA savings, to cover the full cost.

### **Group Home & Auto Insurance**

- As a new voluntary benefit we will provide the opportunity for EKU's employees to have Home and Auto insurance through payroll deduction.
- The provider selected is Liberty Mutual. Equal payments can be made without additional costs. They will be able to provide our employees with group discounts (15% auto and 5% home) which are otherwise not available.
- Kentucky is seeing an increasing number of uninsured (approximately 20%) and this benefit ranks third according to employees' ages 25-40 according to AON Benefits Consultants.