



Employer *Bulletin*

Employer Communication Center (608) 264-7900 Toll free: 1-888-681-3952 <http://etf.wi.gov>

State Group Life Insurance Premium Rates for 2012

The Group Insurance Board recently approved the Wisconsin Public Employer (WPE) Group Life Insurance premium rates for State employees. Claims experience has been favorable, resulting in a decrease in employee premium rates for Basic, Supplemental and Additional levels of coverage in the 55 through 69 age brackets, and a decrease in the rates for Additional coverage in the 30 through 39 age brackets. That is an overall decrease in premium of 6.8%

The premium rates for active employees age 77 and older who have Additional coverage and for the Spouse & Dependent coverage will remain unchanged. All premium rate changes are effective April 1, 2012.

Basic and Supplemental			Additional	
Age	2011 Rate per \$1,000	2012 Rate per \$1,000	2011 Rate per \$1,000	2012 Rate per \$1,000
< 30	\$.04	\$.04	\$.06	\$.06
30 - 34	\$.04	\$.04	\$.07	\$.06
35 - 39	\$.04	\$.04	\$.07	\$.06
40 - 44	\$.06	\$.06	\$.09	\$.09
45 - 49	\$.10	\$.10	\$.15	\$.15
50 - 54	\$.16	\$.16	\$.24	\$.24
55 - 59	\$.25	\$.22	\$.37	\$.33
60 - 64	\$.33	\$.30	\$.50	\$.45
65 - 69	\$.44	\$.39	\$.66	\$.59

Additional Age 70 and Older			
70	\$1.00	74	\$1.60
71	\$1.15	75	\$1.80
72	\$1.25	76	\$1.95
73	\$1.45	77 +	\$2.06

Spouse & Dependent Coverage: \$2.50 per unit of coverage

Employer Contribution: The State employer contribution for Basic coverage is an amount equal to 65.25% of the employee-paid premium and the contribution for Supplemental coverage is 37.25% of the employee premium.

Employee Reimbursement Accounts Open Enrollment

The Employee Reimbursement Accounts (ERA) program's open enrollment period for the 2012 plan year is October 3 through October 28, 2011.

Employees may enroll in the ERA program for plan year 2012 either by telephone (IVR) system at (800) 847-8253, or over the Internet at www.myFBMC.com or <http://etf.wi.gov>. Employees without Internet access or who do not wish to use the Internet or telephone for enrollment may submit paper forms directly to FBMC.

The 2012 ERA benefits booklet will be distributed via email link to most state employers. We have ordered a limited number of paper copies of the ERA booklet for distribution to employees who do not have Internet access and for use during the plan year. Also, during the open enrollment period, employees may request a print version of the ERA benefits booklet via e-mail to ERABenefitsGuide@wageworks.com

A supply of ERA enrollment forms, used for new employees during the plan year, will be distributed to agencies in late September, along with the ERA benefits booklets and posters. Any enrollment forms left over from last year may continue to be used. Enrollment forms are also available on the ETF Internet site in the "Employer Forms" menu. Contact Rog Severson at (608) 592-2020 if your agency needs more print booklets or enrollment forms.

Note: New employees must use a paper enrollment form to enroll for the 2012 plan year if they wish to enroll before they are on the Fringe Benefits Management Company (FBMC) enrollment system. Eligibility files are sent to FBMC following every payroll, so a new employee must be on at least one payroll to appear on FBMC's system. Employees who use a paper form for open enrollment should mail or fax the form directly to the Tallahassee office, postmarked by the October 28 deadline.

Employees newly hired in late 2011 who wish to enroll for a 2011 ERA account for the remainder of the year must use a paper enrollment form and clearly indicate that the enrollment is for the 2011 plan year. These forms should be returned to the payroll office and be processed immediately for payroll deduction, following the same procedure used for new hire enrollment forms received during the plan year.

Election change or cancellation: Employees may change their 2012 ERA elections at any time during the open enrollment period by using the IVR or Internet systems through October 28, 2011. An employee who wishes to change or cancel an election after October 28 may write in the desired change on either the confirmation notice that was printed at the time they enrolled, or the one that was mailed to them by FBMC. If the confirmation notice has been misplaced, the employee may complete a paper enrollment form with the desired election amount(s). The employee must include elections for both medical expense and dependent care accounts, if applicable, even if only one account election is being changed and indicate that the form is a "supersede". The corrected confirmation notice or enrollment form should be mailed or faxed to FBMC Tallahassee office.

Late Enrollment Request: If an employee has a late enrollment request, the employee must write a letter of appeal explaining why they were unable to enroll during the enrollment period and complete a paper enrollment form for the 2012 Plan Year. Fax or mail the appeal request (letter and enrollment form) to the FBMC Wisconsin Appeals Committee at the address provided at the end of this bulletin. FBMC will review the appeal and notify the employee of the appeal decision. Payroll offices will also be notified of approved enrollments.

Medical Expense Reimbursement for Non-Tax-Dependent Adult Children

As of this writing, the Wisconsin tax code has not been updated to match the federal tax exclusion for medical expenses for non-tax-dependent adult children, as provided in the Patient Protection and Affordable Care Act (PPACA). Therefore, the ERA plan must follow federal definition of eligible

dependent that was in effect prior to the passage of PPACA. This means that ERA participants may not submit medical expense claims for their non-tax-dependent adult children for reimbursement.

2012 ERA Program Administrative Fees

The administrative fee for the ERA Program will remain at fifty cents per State health insurance contract per month for plan year 2012. The ERA administrative fee is now calculated for employers on the Health Insurance Invoice System by taking the number of contracts in force and multiplying it by the monthly administrative fee. This amount appears on the invoice on a separate line.

State agencies remain responsible for ERA administrative costs, even when an agency has no employees enrolled in the medical expense or dependent care reimbursement portions of the ERA program. For most state agencies, employer FICA savings due to pre-tax funding of premiums, which remain in agency fringe benefit lines, more than offset ERA fees.

For more information about the fee structure or ERA program administration, contact Marcia Blumer at (608) 266-2640 or e-mail: marcia.blumer@etf.state.wi.us.

Online Video: Employee Reimbursement Accounts Program

ETF's offers an online video about the ERA program. The program provides details about eligible medical and dependent care expenses; advantages of paying premiums for other benefits on a pre-tax basis; and enrollment and reimbursement procedures. Find the video, Employee Reimbursements Program in our video library at <http://etf.wi.gov/webcasts.htm>.

Fringe Benefits Management Company Contact Information

- **Fringe Benefits Management Company**
PO Box 1878
Tallahassee, FL 32302-1800
- **FBMC Customer Service**
(800) 342-8017
Monday - Friday from 6:00 a.m. - 9:00 p.m.
- **FBMC Internet site**
www.myFBMC.com
- **FBMC Late Enrollment/Late Change Requests**
Wisconsin Client Services Specialist
Wisconsin Appeals Committee
P.O. Box 1878
Tallahassee, FL 32302
Fax: (850) 425-6220 (Attention: Wisconsin Client Service Specialist)
- **FBMC Wisconsin Office**
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