

Human Resources

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Human Resources

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2011-12 HEALTH RATES*

Employees with 0.75 FTE or Greater

	Premium	Employer	Employee
Single	\$ 523.28	\$ 408.16	\$ 115.12
Single + 1	\$ 1,059.52	\$ 754.58	\$ 304.94
Family	\$ 1,595.16	\$ 1,111.02	\$ 484.14

Employees Between 0.50 and 0.749 FTE

	Premium	Employer	Employee
Single	\$ 523.28	\$ 306.12	\$ 217.16
Single + 1	\$ 1,059.52	\$ 565.94	\$ 493.58
Family	\$ 1,595.16	\$ 833.28	\$ 761.88



BlueCross
BlueShield

*If comparing to last year's rates, please note they included health and dental. Going forward they are separate rates.

Design changes to the medical plan:

Prescription Co-pays

	Current Co-pay	2011-12 Co-pay
Single	\$ 0	\$ 0
Brand Name	\$ 30	\$ 30
Non-formulary	\$ 60	\$ 75

Prescription Out-of-Pocket Maximum

	Current Deductible	2011-12 Deductible
Single	\$ 500	\$ 600
Single + 1	\$ 750	\$ 900
Family	\$ 1,000	\$ 1,200

2011-12 DENTAL RATES

Employees with 0.75 FTE or Greater

	Premium	Employer	Employee
Single	\$ 19.98	\$ 15.60	\$ 4.38
Single + 1	\$ 39.18	\$ 27.90	\$ 11.28
Family	\$ 60.94	\$ 42.44	\$ 18.50

Employees Between 0.50 and 0.749 FTE

	Premium	Employer	Employee
Single	\$ 19.98	\$ 11.70	\$ 8.28
Single + 1	\$ 39.18	\$ 20.94	\$ 18.24
Family	\$ 60.94	\$ 31.84	\$ 29.10





Benefits for 2011-12

In the near future, you will be receiving the Election of Benefits Form for 2011-12. This form will need to be returned to Human Resources by August 10. We're pleased to announce that there are significant changes to the benefit plan this year including a new dental plan and additional options for voluntary life insurance. To make sure you are fully informed about all of these changes, we have set up informational meetings and encourage you to attend.

The forms, brochures, instructions for completing the EOB, and PowerPoint presentation used at the meetings will all be available on the HR website.

As always, Human Resources and Payroll are available to answer your questions in regards to your benefits. Please do not hesitate to contact us.

Meeting Dates

July 21	10:00 or 1:00
July 26	10:00 or 1:00 or 3:00
July 27	10:00 or 1:00

Viking Theater

REMINDER FOR ST. OLAF VOLUNTEERS

If you have a person or person(s) that support your office or program as a volunteer, you and your volunteer need to complete a Volunteer Registration form. Most offices fill out the volunteer form academic year by academic year. With the revised background check policy, new volunteers or volunteers who have not previously completed a background check for St. Olaf will need to complete this form as well, preferably before they start volunteering.

Who is a volunteer? St. Olaf College defines a volunteer as any person (who is not an employee) that commits to a consistent time schedule to support the mission and efforts of the College.

Please see that all sections have been completed and a background check form is included if they have not filled out a background check previously. HR will process the forms and let supervisors know if there are any issues of concern.

Here is a link to the [Volunteer form](#) (the background check form is on the third and fourth pages). It can also be found on the web via the Forms link on the HR website.

New Faces on the Hill

New Staff

Sindy Fleming, Academic Advisor, Student Support Services

Marci Sortor, Provost and Dean of the College

Employee Transitions

Marie Frederickson, Communications Assistant, Marketing and Communications (transfer and change from long-term temporary to full-time status)

Sue Newland, Project Assistant, Registrar (transfer)

Cheryl Patzner, Custodian, Facilities (change from temporary to part-time status)

EAP VitaMin Campaign

June topic: Playing it Safe This Summer

Please take a moment and check out the [HR Library](#) to view the following information:



- ◇ **Newsletter:** Staying Safe in the Summer Sun
- ◇ **Myth of the Month:** You must drink at least 64 ounces of water every day.
- ◇ **eCard:** Some Do's and Don'ts for Exercising in the Heat

EAP Seminar

MAKING WORK STRESS WORK FOR YOU

The seminar replay is available to listen to beginning on July 13th at 5:00pm ET and will end at 11:59pm CT, July 22nd, 2011.

To access the replay please dial 1-888-348-4629 and enter passcode 160559

After July 22, the seminar will be available on the Cigna website. For instructions on how to access the replay via the web, click [here](#).

Below are additional documents on balancing work and personal life.

[Work Stress PowerPoint](#)

[Work Stress Handouts](#)



Gas Tank Sticker Shock

Rising gas prices have us all thinking twice before getting behind the wheel. Following a few simple guidelines can help you keep a whole lot more money in your pocket, and not in your tank.

Click [here](#) for the guidelines and additional wellness information. All of this information is brought to you by Cigna's Summer 2011 *Lifelines* newsletter.

CAMPUS CONDUCT HOTLINE

If you have concerns relating to discrimination, harassment, legal violations, or ethical concerns, you may express these concerns anonymously using the Campus Conduct Hotline (866) 943-5787.

As always, we welcome any comments, questions, or concerns.

Roger Loftus, Lora Steil, Kristy Sybilrud, and Jessica Smisek

