

PLAN YEAR 2017 RATES

EMPLOYEES, RETIREES NOT ELIGIBLE FOR MEDICARE, SURVIVING DEPENDENTS AND COBRA

September 1, 2016 - August 31, 2017

Please note: The health insurance rates listed below are ERS' best estimates based on information available at the time of printing. Rates could change between now and September 1, depending on possible decisions by state lawmakers. However, the final rates for Plan Year 2017 will not exceed those listed below. ERS will notify you as soon as possible if any rates change.

Rates for HealthSelectSM Medicare Advantage and KelseyCare Advantage HMO also may change, but any rate changes for those plans would be effective January 1, 2017. Information on possible rate changes for those plans will be available in the fall.

Full-time Employees and Retirees Not Eligible for Medicare

	Premium*	State Pays	You Pay
HealthSelectSM of Texas			
You Only	\$ 617.30	\$ 617.30	\$ 0.00
You + Spouse	1,324.66	970.98	353.68
You + Children	1,090.90	854.10	236.80
You + Family	1,798.26	1,207.78	590.48
Consumer Directed HealthSelect^{SM**}			
You Only	\$ 617.30	\$ 617.30	\$ 0.00
You + Spouse	1,289.30	970.98	318.32
You + Children	1,067.22	854.10	213.12
You + Family	1,739.22	1,207.78	531.44

*Includes premium for Basic Term Life Insurance

**The "State Pays" amount includes a monthly contribution to the member's Optum Bank health savings account (HSA). Please see the HSA Contribution table on the next page.

Part-time Employees, Graduate Students/Teaching Assistants, Post-doctoral and Adjunct Faculty†

	Premium*	State Pays	You Pay
HealthSelectSM of Texas			
You Only	\$ 617.30	\$ 308.65	\$ 308.65
You + Spouse	1,324.66	485.49	839.17
You + Children	1,090.90	427.05	663.85
You + Family	1,798.26	603.89	1,194.37
Consumer Directed HealthSelect^{SM**}			
You Only	\$ 617.30	\$ 308.65	\$ 308.65
You + Spouse	1,289.30	485.49	803.81
You + Children	1,067.22	427.05	640.17
You + Family	1,739.22	603.89	1,135.33

*Includes premium for Basic Term Life Insurance

**The "State Pays" amount includes a monthly contribution to the member's Optum Bank health savings account (HSA). Please see the HSA Contribution table on the next page.

†The state does not contribute to the cost of health insurance for adjunct faculty.

Consumer Directed HealthSelect Health Savings Account (HSA)

	State Pays	
You Only	\$45 monthly (\$540 annually)	<p>An HSA is a tax-free savings account for qualified health expenses. You can receive the "State Pays" HSA contribution if you are:</p> <ul style="list-style-type: none"> • enrolled in Consumer Directed HealthSelect • eligible for a portion of your health premium to be paid by the state and • not eligible for Medicare
You + Spouse	90 monthly (\$1,080 annually)	
You + Children	90 monthly (\$1,080 annually)	
You + Family	90 monthly (\$1,080 annually)	

Tobacco-user Premium

If you and/or a family member enrolled in medical insurance is certified as a tobacco-user or has not certified as a non-user, you will pay an additional tobacco-user premium of \$30, \$60 or \$90 each month, depending on how many tobacco-users or non-certified family members you cover.

Tobacco-users of Any Age and Adults Who Fail to Certify	Monthly Tobacco-user Premium
Member <u>or</u> Spouse <u>or</u> Children* Only	\$30
Member + Spouse <u>or</u> Member + Children* <u>or</u> Spouse + Children*	\$60
Family (Member + Spouse + Children*)	\$90

*The charge for a child is the same regardless of how many children in the household use tobacco or how many covered children 18 or over are not certified.

If you are a tobacco-user, you may be able to participate in an alternative to the tobacco-user premium, if it is right for your health status and complies with your doctor's recommendations. Please visit www.ers.state.tx.us/Employees/Health/Tobacco_Policy for more information.

Medicare-eligible Dependents of Full-time Retirees Not Eligible for Medicare

	Premium	State Pays	You Pay
Through December 31, 2016			
HealthSelectSM Medicare Advantage			
Spouse Only	\$ 510.76	\$ 353.68	\$ 157.08
Children Only	393.88	236.80	157.08
Spouse + Children	904.64	590.48	314.16

Medicare-eligible Dependents of Part-time Retirees Not Eligible for Medicare

	Premium	State Pays	You Pay
Through December 31, 2016			
HealthSelectSM Medicare Advantage			
Spouse Only	\$ 412.46	\$ 176.84	\$ 235.62
Children Only	354.02	118.40	235.62
Spouse + Children	766.48	295.24	471.24

Dental Insurance

HumanaDental DHMO	Employee/ Retiree	COBRA	COBRA Disability	Surviving Dependents	
You Only	\$ 9.59	\$ 9.78	\$ 14.39	Spouse Only	\$ 9.59
You + Spouse	19.17	19.55	28.76	Spouse + Children	23.01
You + Children	23.01	23.47	34.52	Children Only	13.42
You + Family	32.59	33.24	48.89		

State of Texas Dental Choice Plan SM	Employee/ Retiree	COBRA	COBRA Disability	Surviving Dependents	
You Only	\$ 26.61	\$ 27.14	\$ 39.92	Spouse Only	\$ 26.61
You + Spouse	53.22	54.28	79.83	Spouse + Children	63.86
You + Children	63.86	65.14	95.79	Children Only	37.25
You + Family	90.47	92.28	135.71		

State of Texas Dental Discount PlanSM (no change from PY16)

Membership Level	Employee/ Retiree	COBRA	COBRA Disability	Surviving Dependents	
You Only	\$ 2.25	\$ 2.30	\$ 3.38	Spouse Only	\$ 2.25
You + Spouse	4.50	4.59	6.75	Spouse + Children	5.40
You + Children	5.40	5.51	8.10	Children Only	3.15
You + Family	7.65	7.80	11.48		

State of Texas Vision Plan

Membership Level	Employee/ Retiree	COBRA	COBRA Disability	Surviving Dependents	
You Only	\$ 6.69	\$ 6.82	\$ 10.04	Spouse Only	\$ 6.69
You + Spouse	13.38	13.65	20.07	Spouse + Children	14.38
You + Children	14.38	14.67	21.57	Children Only	7.69
You + Family	21.07	21.49	31.61		

The plans on this page are not available to surviving dependents, and people enrolled through COBRA and COBRA Disability.

Optional Term Life Insurance and Voluntary Accidental Death and Dismemberment Insurance (AD&D) (no change from PY16)

Optional Term Life Insurance															
<p>After the first 31 days of employment, Elections 1 and 2 require approval through evidence of insurability (EOI). Elections 3 and 4 always require EOI approval.</p> <p>Beginning at age 70, Optional Term Life coverage is reduced to a percentage of your annual salary as follows:</p> <table><tr><td>Age 70-74</td><td>65%</td></tr><tr><td>Age 75-79</td><td>40%</td></tr><tr><td>Age 80-84</td><td>25%</td></tr><tr><td>Age 85-89</td><td>15%</td></tr><tr><td>Age 90+</td><td>10%</td></tr></table>	Age 70-74	65%	Age 75-79	40%	Age 80-84	25%	Age 85-89	15%	Age 90+	10%	Monthly Rate per \$1,000 of Annual Salary				
	Age 70-74	65%													
	Age 75-79	40%													
	Age 80-84	25%													
	Age 85-89	15%													
	Age 90+	10%													
	Age	Election 1 Annual Salary x 1	Election 2 Annual Salary x 2	Election 3* Annual Salary x 3	Election 4*† Annual Salary x 4										
	Under 25	\$ 0.05	\$ 0.10	\$ 0.15	\$ 0.20										
	25 - 29	0.05	0.10	0.15	0.20										
	30 - 34	0.06	0.12	0.18	0.24										
	35 - 39	0.06	0.12	0.18	0.24										
	40 - 44	0.08	0.16	0.24	0.32										
	45 - 49	0.12	0.24	0.36	0.48										
	50 - 54	0.19	0.38	0.57	0.76										
	55 - 59	0.33	0.66	0.99	1.32										
	60 - 64	0.57	1.14	1.71	2.28										
	65 - 69	0.93	1.86	2.79	3.72										
	70 - 74	1.48	2.96	4.44	5.92										
	75 - 79	2.41	4.82	7.23	9.64										
	80 - 84	3.92	7.84	11.76	15.68										
85 - 89	6.79	13.58	20.37	27.16											
90+	10.57	21.14	31.71	42.28											
Retiree Fixed Optional Life Insurance (\$10,000 policy)															
\$23.40 per month for \$10,000															
Dependent Term Life Insurance															
Employee: \$1.38 per month for \$5,000 (includes \$5,000 AD&D coverage)			Retiree: \$3.05 per month for \$2,500												
AD&D*															
You may apply for AD&D coverage according to the following table:				You Only \$0.02 per \$1,000 of coverage You + Family \$0.04 per \$1,000 of coverage											
Age	Minimum Coverage	Maximum Coverage	Minimum Increments												
Under 70	\$ 10,000	\$ 200,000	\$ 5,000												
70-74	6,500	130,000	3,250												
75-79	4,000	80,000	2,000												
80-84	2,500	50,000	1,250												
85-89	1,500	30,000	750												
90+	1,000	20,000	500												

Texas Income Protection PlanSM (TIPP)* (no change from PY16)

Short-term disability	\$0.30 per \$100 of monthly salary
Long-term disability	\$0.63 per \$100 of monthly salary

*Optional Term Life Insurance at Elections 3 and 4, AD&D, and short-term and long-term disability insurance are not available to retirees.

†Optional Term Life Insurance is limited to a maximum of \$400,000 or four times your annual salary, whichever is less.