



North Boone CUSD # 200
November 8, 2016

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FSA Vendor Proposal Comparison - North Boone CUSD #200

Plan Start 1/1/17	DBS	NIHP
Plan Design / Set Up Fee	\$350 - first year only	\$350 - first year only
Admin Fee	\$4.50 PPPM or \$100 minimum	\$3.95 PPPM without debit card or \$5.95 PPPM with visa card
Annual Renewal Fee	\$3.00 PPPY \$100 minimum	\$250.00
HIPAA Compliance Fee	\$350 - first year	\$350 - first year
Debit Card	\$1.00 PPPM (\$50 Min)	see admin fee above

Financial protection is important.



To help increase your employees' financial protection, Dearborn National is now offering a Supplemental Life insurance plan to accompany your Dearborn National Basic Life coverage.

It's a seamless solution that provides additional protection.

If we receive 15% participation or more from your group for the Supplemental Life, Dearborn National will decrease your group's Basic Life pricing by 10% following the completion of a successful enrollment.

This Supplemental Life plan is easy-to-administer and includes:

- ▲ Customized benefit summaries
- ▲ Personalized enrollment forms
- ▲ Enrollment assistance

PLAN DESIGN for Groups with 100-499 employees

- ▲ Available to groups with 100-499 employees that have Basic Life insurance with Dearborn National
- ▲ Employee: \$10,000 increments to \$150,000 with a Guarantee Issue of \$150,000
- ▲ Spouse¹: \$5,000 increments to \$20,000 with a Guarantee Issue of \$20,000
- ▲ Child: \$5,000 benefit (\$100 for birth to 14 days; \$1,000 for 15 days to 6 months)
- ▲ Option to elect matching AD&D for employee, spouse and children for \$0.03 per \$1,000 of coverage per month
- ▲ Portability to age 65 (employee only)
- ▲ Waiver of premium to age 65 with a 9-month elimination period
- ▲ Conversion
- ▲ Reduction schedule: 35% at age 65; 50% at age 70
- ▲ 2-year rate guarantee plus additional time to align with Basic Life anniversary date
- ▲ The Supplemental Life effective date is flexible through January of 2017.
- ▲ The group would be able to have a higher maximum up to \$500,000 for the Employee and up to \$50,000 for the Spouse, but Evidence of Insurability must be submitted on amounts over \$150,000/\$20,000.²

LIFE ONLY MONTHLY RATES:

Age Band	Rate per \$1,000 of Coverage
Under 30	\$0.07
30 - 34	\$0.09
35 - 39	\$0.12
40 - 44	\$0.20
45 - 49	\$0.29
50 - 54	\$0.50
55 - 59	\$0.85
60 - 64	\$1.34
65 - 69	\$2.10
70 - 74	\$3.35
75+	\$5.92

Child(ren) per employee/month	\$1.00
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START THE ENROLLMENT PROCESS TODAY!

Submit your signed acknowledgement letter and employee census to your Dearborn National Account Executive.

Offer is available through January 2017. For agent and employer use only.

¹The employee must elect coverage in order for the spouse to elect coverage. The spouse benefit cannot exceed 50% of the employee benefit. ²Higher plan maximum is available upon request.

This information is only a product highlight. The policy has exclusions, limitations, and reduction of benefits and/or terms under which the policy may be continued or discontinued. The policy may be cancelled by the insurer at any time. The insurer reserves the right to change premium rates, but not more than once in a 12-month period.

If there is a difference between the information in this brochure and the terms of the policy or certificate, the terms of the policy and certificate control.

Products and services marketed under the Dearborn National[®] brand and the star logo are underwritten and/or provided by Dearborn National[®] Life Insurance Company (Downers Grove, IL) in all states (excluding New York), the District of Columbia, the U. S. Virgin Islands and Puerto Rico. Product features and availability vary by state and company, and are solely the responsibility of each affiliate.

Flexible Spending Account Overview

What is a Flexible Spending Account?

A flexible spending account (FSA) allows you to set aside money on a pre-tax basis. You can then use that money to pay for qualified out-of-pocket expenses, such as:

- Dental
- Medical
- Vision
- Dependent Care

You are able to use your FSA to be reimbursed for expenses incurred by yourself, your spouse, your children, or your qualifying relative.

Employees usually save an average of 25% to 50% on their expenses, depending on their tax bracket. Having an FSA helps you reduce your taxes, and increase your take-home pay.

How Does an FSA Work?

Prior to a new plan year, employees elect how much they would like to have taken out of their pay check. The elected amount will be available on the very first day of your coverage period. Your contributions will be taken out of your paycheck in equal amounts, throughout the coverage period.

Contributions

The IRS contribution limitation will remain at \$2,600 per employee, in 2017. FSA contributions are deducted before federal taxes, social security taxes, and most state taxes.

Please remember: You cannot carry over account balances from year to year. Any unused funds at the end of your coverage period will be forfeited. This is an IRS requirement.

Limited Purpose FSA

When you enroll in a Health Savings Account (HSA), you are only able to have a limited purpose FSA. A limited purpose FSA, is very similar to the medical FSA, but eligible expenses are limited to qualifying vision and dental expenses. Some examples of eligible expenses for limited purpose FSAs are:

Dental

Cleanings
Fillings
Crowns
Braces

Vision

Contact lenses
Eye exams
Eyeglasses
Vision correction procedures

Eligible Health FSA Expenses

Abortion Acupuncture	Eye Exams / Glasses *	Orthodontia *
Alcoholism Treatment	Fertility Treatment	Osteopath
Ambulance	First Aid Kits	Oxygen
Artificial Limbs / Teeth*	Flu Shots	Physical Exams
Bandages	Glucose Monitoring Devices	Physical Therapy
Birth Control Pills	Guide Dog *	Pregnancy Test Kit
Blood Pressure Monitoring Devices	Hearing Aids	Prescription Drugs
Body Scan	Home Care	Prosthesis Psychiatric
Braille Books & Magazines	Hormone Replacement Therapy	Care Psychoanalysis
Breast Pumps	Hospital Services	Psychologist Reading
Breast Reconstructive Surgery	Immunizations	Glasses * Screening
Capital Expenses Chelation	Inclinators	Tests
(EDTA) Therapy Chiropractors	Insulin	Sleep Deprivation Treatment
Christian Science Practitioner	Laboratory Fees	Sterilization Procedures
Circumcision	Lactation Assistance Supplies	Sunscreen
Copays / Coinsurance / Deductibles	Lamaze Classes	Supplies for Medical Condition
Contact Lenses / Related Material *	Lead-based paint removal	Surgery
Counseling (excludes marriage) Crutches	Laser Eye Surgery * Learning	Therapy
Dental Treatment *	Disability	Transplants
Dentures *	Long-Term Care	Vaccines
Diabetic Supplies	Medical Records Charge	Vasectomy
Diagnostic Services	Medical Services	Vision Correction Procedures *
Drug Treatment	Nursing Services	Wheelchair
Egg Donor Fees	Obstetrical Expenses	Wig
	Occlusal Guards *	X-Ray Fees
	Operations	
	Optometrist *	

Ineligible Health FSA Expenses

Appearance Improvements	Funeral Expenses	Personal Use Items
Baby-Sitting / Child Care	Future Medical Care	Pre-Payment for Services
COBRA Premiums Controlled	Genetic Testing Health	Retin-A
Substances Cosmetics	Club Dues Household	Rogaine
Cosmetic Procedures	Help Illegal Operations	Safety Glasses
Chemical Peels Dancing	Insurance Premiums	Student Health Fee
Lessons Diapers	Long-Term Care	Sunglass Clips
DNA Collection/Storage	Maternity Clothes	Swimming Lessons
Electrolysis/Hair Removal	Medicare Premiums	Tanning Salons / Equipment
Face Lifts	Over-the-Counter Drugs	Teeth Whitening
	Personal Trainers	Veterinary Fees

Eligible Over-the Counter Supplies

Bandages	Corn/Callus Pads	Nebulizers Ostomy
Birth Control Products	Crutches	Products Oxygen
Blood Pressure Monitoring Kits	Denture Supplies*	Equipment Pregnancy
Braces/Supports	Diabetic Supplies	Test Kits Reading
Canes/Walkers	Diagnostic Products	Glasses* Syringes
Cold/Hot Packs	External Catheters	Thermometers
Compression Stockings	Hearing Aid Batteries Incontinence	Wheelchair & Accessories
Contact Lens Solution*	Products	

Ineligible Over-the Counter Supplies

Acid Controllers Acne	Baby rash ointments and creams	Homeopathic remedies
Medications Allergy &	Baby teething pain	Laxatives
Sinus Antibiotic	Cold sore remedies	Nasal Sprays, drops & inhalers Pain
Products Antifungal	Cough, cold & flu	Relievers/Fever Reducers
(foot) Antiparasitic	Denture pain relief	Respiratory Treatments
Treatment	Digestive aids	Skin Treatments
Antiseptics & wound cleansers	Feminine antifungal & anti-itch	Sleep Aids & Sedatives
Anti-Diarrheals	First aid burn remedies	Smoking Deterrents
Anti-Gas	Foot Care treatment	Stomach Remedies
Anti-itch & Insect Bites	Hemorrhoidal preps	

Dual Purpose Expenses

Documentation is required for reimbursement of these items and services. The diagnosis of the medical condition and/or a recommendation by the medical professional for the purchase of the item, will be requested.

Air Conditioner	Genetic Testing	Orthopedic Shoes or Inserts
Air Purifier	Glucosamine	Prescription Weight Loss Drugs
Behavioral Modification Programs	Language Training (for disability)	Treadmill
Chondroitin	Massage Therapy	Varicose Veins
Dietary Supplements	Nutritional Supplements	Weight Loss Programs

*These expenses are only eligible for reimbursement for those with Limited FSAs. Those who contribute to a Health Savings Account (HSA) are unable to use a full Health FSA. They are able to participate in a Limited FSA that only reimburses eligible vision and dental expenses.

Weight-Loss Programs

Dependent Care FSA

A Dependent Care FSA can be used to receive reimbursement for eligible dependent care expenses. Dependent Care services must be incurred while the employee is at work. However, any services incurred during a temporary work absence (sick days, vacation), can be reimbursed.

You can contribute up to \$5,000 for the plan year, in a Dependent Care FSA. If you are married and happen to file separate tax returns, the maximum contribution is \$2,500. If your spouse elects Dependent Care through their employer, you can each only elect \$2,500 for a maximum of \$5,000.

Unlike health care FSAs, you can only get reimbursed for expenses that are in your current account balance. This means you may have to wait for your balance to build, in order to cover a large dollar amount claim early in the year. Please Note: If your spouse is a stay at home parent that takes care of the children, you are not eligible for a dependent care account.

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Eligible Dependent Care Expenses

Examples of eligible Dependent Care Expenses include:

- Preschool or nursery school
- Before and after-school care (children under 13)
- Elder day care for a qualifying individual
- In-home daycare
- Day camp (children under 13)
- Nanny
- Daycare Center
- Sick-Child facility

Ineligible Dependent Care Expenses

Examples of Ineligible Dependent Care Expenses Include:

- Food, Clothing, Entertainment
- Late payment fees
- Overnight camp
- Child Support payments
- Babysitter for reasons other than helping to enable you to work
- Cleaning and cooking services not provided by a caregiver
- Childcare provided by a blood relative

Debit Card

All members who elect a health FSA will receive a debit Card. The debit card will draw funds directly from your FSA, to pay for eligible medical expenses. By using your debit card, you eliminate having to wait for reimbursement of out-of-pocket medical expenses. The IRS regulations require all debit card transactions be substantiated. Most of the time, this will automatically occur electronically. However, there will be times where you are required to send in documentation after a debit card transaction.

More Information

To find out more information on FSAs, Dependent Care, eligible and ineligible expense, check out some of the IRS Publications listed below.

- IRS Publication 502 found at www.irs.gov, provides information on eligible health care expenses.
- IRS Publication 503 found at www.irs.gov, provides information on eligible dependent care expenses.
- IRS Publication 969 found at www.irs.gov, provides information on what is and is not eligible for Health Care FSAs, HRAs, and HSAs.