January 14, 2016

Benefits Updates – Reminders for 2016

With the start of the New Year, it’s important to review some timely benefit news and information.

State Health Plan Open Enrollment

- Any benefit election you made during the open enrollment for the State Health Plan took effect on January 1, 2016. Remember to review your December 2015 and January 2016 paychecks to ensure that the plan you elected is reflected with the corresponding deductions. Deductions for health care are withheld one month in advance of the coverage effective date (December deductions pay for January coverage).

NCFlex Plans

- Any benefit elections you made during annual enrollment for any of the NCFlex Plans (Dental, Vision, Health Care Flexible Spending, Dependent Day Care Flexible Spending, Vision, AD&D, Cancer Plan, Critical Illness, Group Term Life and TRICARE) took effect January 1, 2016. Remember to review your paycheck on January 15, 2016 to ensure that the programs you elected are reflected with the corresponding deductions.

Group Term Life Insurance (VOYA)

- If you participate in Group Term Life your premium rates may change beginning January 1, due to age progression and salary adjustment. Please review your January 15, 2016 pay.

Critical Illness (Allstate)

- Beginning January 1, 2016, Allstate Benefits became the Critical Illness carrier. You may see a change in your deduction beginning with your January paycheck. Adjustments to your premium are made based on your age and salary as of January 1, 2016.

Cancer Insurance (Allstate)

- The premiums for cancer insurance enrollments are not being deducted for the January 15, 2016 pay due to a delay in receipt of the vendor file. Once the file is received, additional details will be provided to employees enrolled in the plan regarding the deduction start date and collection of missed premiums.

Health Care and Dependent Day Care Flexible Spending Accounts

- You will be allowed to carry over unused balances from 2015 for an additional 2½ months. This means that if you had money in your spending account on December 31, 2015, you can continue to be reimbursed using your 2015 contributions for eligible out-of-pocket expenses you incur through March 15, 2016. You will have until April 30, 2016 to submit your claims incurred from January 1, 2015 through March 15, 2016 for reimbursement. For information about Flexible Spending Accounts, click [here](#).
Supplemental Retirement Plan Limits for 2016

Retirement contribution limits will remain the same in 2016 as they were for 2015.

- The limit on contributions to a 403(b)/401(k) plan for 2016 is $18,000. If you are over the age of 50, or will turn 50 by Dec. 31, 2016, you are eligible for an additional $6,000 catch-up contribution.

- The limit on contributions to a 457(b) plan for 2016 is also $18,000. If you are over the age of 50, or will turn 50 by Dec. 31, 2016, you are eligible for an additional $6,000 catch-up contribution.

- Employee contributions to a 403(b) and 401(k) plan are combined together when determining your maximum contribution; however, employees can maximize saving opportunities by contributing to a 457(b) plan. Amounts contributed to a 457(b) plan are not combined with your 403(b) and/or 401(k) contributions when determining your maximum contribution limit.

Questions?

Please contact the UNC Charlotte Benefits Office if you have questions about the benefit plans you have enrolled in.

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