

Dave Heineman, Governor

Like the overwhelming majority of employers across the country employing thousands of people, the State of Nebraska has a self-funded insurance plan. The employer and employee contribute to a fund from which health claims are paid. This reduces costs otherwise paid for insurance and allows the State the ability to customize benefits according to the needs of employees. Over the last few years, the State of Nebraska has made several improvements and changes to health plans, including the addition of the Wellness Plan, which continues to gain in popularity every year. In addition, UnitedHealthcare has recently become our health care administrator and pharmacy benefit manager resulting in significant cost savings to the state.

As a result of all the above improvements and the State of Nebraska continuously being conservative in calculating premiums, there have been positive gains in our self-funded Health Fund Balance. A recent Performance Audit of the Employee Wellness and Benefits Program also identified these gains. Therefore the State is providing a health insurance premium abatement for both employees and state agencies for the months of November and December.

For all employees on a bi-weekly payroll, health insurance premiums will not be deducted from the November 14<sup>th</sup>, November 28<sup>th</sup>, December 12<sup>th</sup> and December 26<sup>th</sup> employee paychecks. For all employees on a monthly payroll, health insurance premiums will not be deducted from the November 30<sup>th</sup> and December 31<sup>st</sup> employee paychecks. (This includes new-hires during this timeframe.)

If you have any questions, please call Employee Wellness and Benefits at 402.471.4443 or 877.721.2228.