

Online Enrollment, Saving Companies Valuable Time & Resources.

Employers are realizing that shifting toward consumer-driven options can safeguard their employee benefit plans from being eliminated altogether. They are also realizing that a more convenient benefits interface is necessary to actuate this shift without placing a greater burden on their human resource departments. Online benefits management satisfies this need to lower human resource involvement and reduce administrative costs per employee, while promoting greater responsibility among employees concerning their healthcare and retirement benefits. MetLife's 2004 Employee Benefits Trend Survey reported that 51% of employers had implemented web-based enrollment through online portals in 2003, up from 41% from the previous year. When selecting an online benefits management system, employers should look for a user-

friendly interface that is suitable for all levels of technical ability; a system that can support multiple benefits plans for separate divisions or departments; an online portal that can be accessed from anywhere and a system that can adapt to evolving business requirements and changes in benefits plans. With Vertafore's *My Benefit's Center*, Fringe Benefit Analysts is creating a portal for each of its clients, no matter the size, to assist in streamlining enrollment processes, enhancing your benefits management, reducing your administrative burden, and improving information sharing amongst you, your employees, and insurance providers. Look for the introduction of this feature this summer. We are excited to help each of our clients streamline their Human Resource functions. For more information contact your Fringe Benefit Analysts advisor today. They will fill you in on the time-line and process for this new tool.

HEALTHY KNOWLEDGE

As incredible as it sounds, in the 1700's men and women took baths only twice a year (May and October)! Women kept their hair covered, while men shaved their heads (because of lice and bugs) and wore wigs. Wealthy men could afford good wigs made from wool. They couldn't wash the wigs, so to clean them they would carve out a loaf of bread, put the wig in the shell, and bake it for 30 minutes. The heat would make the wig big and fluffy, hence the term "big wig." Today we often use the term "here comes the Big Wig" because someone appears to be or is powerful and wealthy.

Designed and Edited by: Dave Caudill and Jessaca Latteier

Legislative Brief - HIPAA Security Regulations

On February 20, 2003, the Department of Health and Human Services (HHS) released final HIPAA Security Regulations which establish a minimum standard for security of electronic Protected Health Information (ePHI). The standards require that basic safeguards be implemented to protect ePHI from unauthorized access, alteration, deletion, or transmission. With the exception of small health plans, Covered Entities are required to comply by April 20, 2005. Small health plans (a health plan with annual receipts of \$5 million or less) have an additional year to comply. *Cont: below*



Regulations only govern ePHI and require that security measures be in place to protect ePHI.

We at Fringe Benefit Analysts know that as employers we must take these matters seriously, and yet we have businesses that already keep us busy. For that reason we

UP COMING EVENTS:

Fringe Benefit Analysts: Karen Leonardi:

We welcome Karen Leonardi to our firm. She is a long time veteran of the insurance industry and has spent many years serving the health insurance needs of our community. Her career has been largely made with the Intermountain Health Care team, where she managed the northern region of Utah. Please join us in welcoming her to our team.

Jackie Belnap:

We are also announcing the retirement of one of our favorite and long time employees: Jackie Belnap. Jackie has been an integral part of the Fringe Benefit Analysts team for over 19 years. We are sorry to see her go. However, we know it is time for her to start enjoying her grand children and hobbies. We wish her all the best.

New Directions

For your edification, we have included a map of the Layton area, outlining alternative routes to our office. The I-15 juncture nearest us is undergoing some improvements and will provide minimal access for the next two months.

The HIPAA Privacy Regulations govern: a.) who may access Protected Health Information (PHI) and b.) how PHI may be used and disclosed. The HIPAA Privacy Regulations govern PHI that is oral, electronic, or written.

In contrast, the HIPAA Security Regulations set forth administrative, physical, or technical security standards that are intended to ensure that only those individuals who should have access to ePHI have access. The HIPAA Security

have contracted with an ERISA Attorney who specializes in HIPAA compliance. This firm has created a total resource CD for employers which includes; documents, forms, and step by step instructions for all the compliance issues. We provide this valuable tool to our clients, at a discount, in our on-going commitment to support the efficient and controlled growth of our clients. Contact your advisor today for any questions regarding your HIPAA compliance.

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