**2020 Benefits Information**

**Health Plan**
Excellus BlueCross BlueShield and OptumRx will continue to administer the College’s medical and prescription drug plans for 2020. Telemedicine will be covered at 100%, reduced from a $10.00 copay. Changes to the out-of-pocket maximums are outlined below.

<table>
<thead>
<tr>
<th></th>
<th>2019 (current)</th>
<th>2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>In-Network Annual Out-of-Pocket Max. – Individual/Family</td>
<td>$1,750/$5,250</td>
<td>$1,800/$5,300</td>
</tr>
<tr>
<td>Out-of-Network Annual Out-of-Pocket Max. – Individual/Family</td>
<td>$3,500/$8,750</td>
<td>$3,550/$8,800</td>
</tr>
</tbody>
</table>

**Prescription Plan**
Reminder: The prescription drug formulary will update on January 1, 2020, and may change again throughout the year. Starting in 2020, members will be able to bring prescriptions for maintenance medications to any CVS pharmacy to fill a 90-day supply and enjoy the same cost savings as home delivery.

OptumRx recently re-named their specialty pharmacy. As of October 2019, BriovaRx is now known as Optum Specialty Services. This is a name change only, and has no impact on member services.

**Waiver Payments**
The College is required to seek waiver information annually under the provisions of Health Care Reform. **If you are currently receiving a medical waiver payment and you do not submit a completed form for 2020, your waiver payment will end at the end of December 2019. You will not have the opportunity for reinstatement until Open Enrollment for 2021.**

**Identification Cards**
As a reminder, enrollees for the College’s health insurance plan should utilize the Excellus BlueCross BlueShield identification card for medical services, and the OptumRx identification card for prescriptions. Immunization services at a pharmacy should be processed with OptumRx’s card.

For current enrollees, new ID cards will not be issued by Excellus BlueCross BlueShield or OptumRx for 2020. You should continue to use your current ID cards. ID cards will be sent to the home address of new enrollees prior to January 1.

**Health Care Reform (Affordable Care Act “ACA”)**
Your 2019 federal tax return will require information to demonstrate that you satisfied the ACA’s obligation to have health insurance. Around the time that you receive your Form W-2, you will also receive Form 1095-C (Employer-Provided Health Insurance Offer and Coverage). You will use the information in Part III of the Form to prepare your tax return.

**Dental and Vision Insurance**
Guardian will continue as the vendor for dental and vision coverages. If you are currently enrolled for dental and/or vision coverage, you should continue to use your current ID cards for 2020. ID cards will be sent to the home address of new enrollees prior to January 1.

Employee contribution tiers have been restructured from three tiers: employee, employee + 1, and employee + 2 or more, to four tiers: employee, employee + spouse, employee + child(ren), and family.
Please refer to the enclosed rate chart for details. Your current enrollment will automatically be moved to the correct tier on January 1 unless you request an enrollment change during open enrollment.

**Flexible Spending Accounts (FSA)**
The College offers employees the opportunity to participate in Flexible Spending Accounts (FSA). This program allows employees to set aside tax-free dollars from their paycheck for eligible healthcare and dependent care expenses. The maximum amount allowed for a healthcare account is currently $2,700. Participants can select the new max for 2020, if the IRS updates it on, or before November 15, 2019. The maximum amount allowed for dependent care expenses remains $5,000. ***Important Reminder: An election form must be completed each year to participate.

The College’s Flexible Spending Accounts have a grace period provision. Amounts elected for 2020 must be used for eligible expenses incurred in 2020, or in the initial 2½ months of 2021. Participants will have until June 15, 2021 to submit claims for expenses incurred from January 1, 2020 through March 15, 2021. (For 2019 participants, claims must be incurred by March 15, 2020 and submitted by June 15, 2020.)

If you are a current participant and plan to reenroll for 2020, please use your existing debit card. If your card is expiring, a new card will be mailed to you automatically.

**Life Insurance**
The College’s life insurance plan will continue through The Business Council. Beneficiaries can be updated at any time during the year by completing a new life insurance beneficiary form. ***As a reminder, the College’s supplemental life insurance rates are age banded. If you moved to the next 5 year age band in 2019 (30, 35, 40, 45, etc.), you will see an increase in your premium effective January 1.

**Voluntary 403(b) Retirement Plan**
To start or change your voluntary retirement contribution, a Salary Reduction Agreement form must be submitted. Changes to your voluntary retirement deductions may be made at any time throughout the year. New enrollees need to create an account with TIAA, either on-line or via a paper form. Beneficiaries can be updated directly with TIAA.

The annual voluntary contribution limit is currently $19,000 (limit may change for 2020). Individuals who are age 50 as of the last date of the calendar year, are allowed an additional $6,000 in voluntary catch up contributions.

**Employee Contact Information**
Open enrollment is the perfect time to think about updating your address and emergency contact information. Please consider completing the enclosed form to update your contact information. You can also update your information online by visiting [https://www.hamilton.edu/offices/human-resources/personal-information-update](https://www.hamilton.edu/offices/human-resources/personal-information-update).