

2022 Benefits Information

Health Plan

Excellus BlueCross BlueShield and OptumRx will continue to administer the College's medical and prescription drug plans for 2022. Telemedicine will continue to be covered at 100%, and there will be no changes to the out-of-pocket maximums which are outlined below.

	<u>2021 (current)</u>	<u>2022</u>
In-Network Annual Out-of-Pocket Max. – Individual/Family	\$1,800/\$5,300	\$1,800/\$5,300
Out-of-Network Annual Out-of-Pocket Max. – Individual/Family	\$3,550/\$8,800	\$3,550/\$8,800

Prescription Plan

Reminder: The prescription drug formulary will update on January 1, 2022, and may change again throughout the year. The College will continue to provide members with the opportunity 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. If you use any maintenance medications and are not filling those medications through home delivery or a CVS pharmacy please consider doing so for 2022.

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 2022, your waiver payment will end at the end of December 2021. You will not have the opportunity for reinstatement until Open Enrollment for 2023.

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.

All health plan participants (including dependents) will receive new ID cards for 2022 from Excellus BlueCross BlueShield. Please watch your home mail for the ID cards and begin using them effective January 1. If you are currently enrolled for the health coverage, you should continue to use your current ID OptumRx 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")

As part of Healthcare Reform, you will receive Form 1095-C (Employer-Provided Health Insurance Offer and Coverage). If you were covered by Hamilton's health insurance continuously during 2020 you will not need this form to complete your taxes.

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 2022. ID cards will be sent to the home address of new enrollees prior to January 1.

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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. **Important Reminder: An election form must be completed each year during open enrollment to participate.**

The College's Flexible Spending Accounts have a grace period provision. Amounts elected for 2022 must be used for eligible expenses incurred in 2022, or in the initial 2½ months of 2023. Participants will have until June 15, 2023 to submit claims for expenses incurred from January 1, 2022 through March 15, 2023. (For 2021 participants, claims must be incurred by March 15, 2022 and submitted by June 15, 2022.)

If you are a current participant and plan to reenroll for 2022, 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 2021 (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 will need to create an account online with TIAA. Beneficiaries need to be updated directly with TIAA.

The annual voluntary contribution limit is currently \$19,500 (limit may change for 2022). Individuals who are age 50 as of the last date of the calendar year, are allowed an additional \$6,500 in voluntary catch up contributions.

Employee Contact Information

Open enrollment is the perfect time to think about updating your address and emergency contact information. You can update your information online by visiting <https://www.hamilton.edu/offices/human-resources/personal-information-update>.