Agenda

- 2022 Renewal Review
- Health Insurance Premium Holiday - December 2021
Open Enrollment Information
Health Insurance Renewal Objectives

- Keep quality health care affordable for Carleton faculty and staff
- Make sure premiums cover claims
- Keep the rate of college cost growth sustainable (equal to growth in revenue)
Health Insurance Renewal

- No Plan Design Changes
- **Premium Changes 2.43%**
- Passive Enrollment
## 2022 Health Premiums

<table>
<thead>
<tr>
<th></th>
<th>2021 Total Monthly Premium</th>
<th>2022 Total Monthly Premium</th>
<th>Monthly Carleton 2022</th>
<th>Monthly Employee 2022</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Maize</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maize EE:</td>
<td>$686.49</td>
<td>$700.95</td>
<td>$531.95</td>
<td>$169.00</td>
</tr>
<tr>
<td>Maize EE+1:</td>
<td>$1,464.66</td>
<td>$1,497.46</td>
<td>$1,128.46</td>
<td>$369.00</td>
</tr>
<tr>
<td>Maize Family:</td>
<td>$2,241.17</td>
<td>$2,291.53</td>
<td>$1,722.53</td>
<td>$569.00</td>
</tr>
<tr>
<td><strong>Blue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Blue EE:</td>
<td>$653.06</td>
<td>$667.78</td>
<td>$532.78</td>
<td>$135.00</td>
</tr>
<tr>
<td>Blue EE+1:</td>
<td>$1,380.79</td>
<td>$1,414.10</td>
<td>$1,129.10</td>
<td>$285.00</td>
</tr>
<tr>
<td>Blue Family:</td>
<td>$2,057.18</td>
<td>$2,109.04</td>
<td>$1,693.04</td>
<td>$416.00</td>
</tr>
</tbody>
</table>

[Carleton Logo]
# No Plan Design Changes

<table>
<thead>
<tr>
<th></th>
<th>2022 Maize</th>
<th>2022 Blue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible</td>
<td>$1,250/$2,500</td>
<td>$1,500/$3,000</td>
</tr>
<tr>
<td>OOP Max</td>
<td>$3,000/$6,000</td>
<td>$3,000/$6,000</td>
</tr>
<tr>
<td>Office Visit</td>
<td>$50</td>
<td>25%</td>
</tr>
<tr>
<td>Specialty Care</td>
<td>$100</td>
<td>25%</td>
</tr>
<tr>
<td>Co-Insurance</td>
<td>25%</td>
<td>25%</td>
</tr>
</tbody>
</table>
# RX Plan Design - No Changes

<table>
<thead>
<tr>
<th></th>
<th>2022 Maize</th>
<th>2022 Blue</th>
</tr>
</thead>
<tbody>
<tr>
<td>Generic</td>
<td>$25</td>
<td>$1,500/$3,000</td>
</tr>
<tr>
<td>Formulary</td>
<td>$50</td>
<td>$3,000/$6,000</td>
</tr>
<tr>
<td>Non-Formulary</td>
<td>$100</td>
<td>25%</td>
</tr>
<tr>
<td>Specialty</td>
<td>25% to $200 max</td>
<td>25%</td>
</tr>
</tbody>
</table>
Prescription Costs - Blue Plan

- Actual cost of the medicine until deductible is reached.
- Once deductible is reached, then pay 25% of cost until out of pocket maximum (OOPM) is reached.
- Once OOPM reached, prescription covered 100%
- Same formulary
Prescriptions Costs - Blue Plan

- Empower HSA Rx Plus Plan- discount prices for certain preventive prescriptions. (potential co-pay for some)
- List of discounted medicines on HR website

<table>
<thead>
<tr>
<th>Alcohol Dependency</th>
<th>Anticoagulant</th>
<th>Antiplatelet</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antipsychotic &amp; Depression</td>
<td>Asthma &amp; COPD</td>
<td>Breast Cancer</td>
</tr>
<tr>
<td>Cholesterol</td>
<td>Weight Loss</td>
<td>Diabetes</td>
</tr>
<tr>
<td>Hypertension</td>
<td>Prenatal Vitamins</td>
<td>Smoking cessation</td>
</tr>
</tbody>
</table>
Health Savings Account

- Automatic employer contributions
- Optional employee pre-tax contributions (lowers your taxable income)
- Balance carries forward automatically
- HSA debit card
- Pay at point of service or set up payments online
- Investment opportunity with balances $2,000 or more
- Employee owned bank account, no risk of forfeiture

Carleton
# 2022 IRS HSA Contribution Limits

<table>
<thead>
<tr>
<th>Tier</th>
<th>Employee Annual Max Contribution</th>
<th>Plan HSA Annual Contributions</th>
<th>2022 IRS Annual Limit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single:</td>
<td>$2,450</td>
<td>$1,200</td>
<td>$3,650</td>
</tr>
<tr>
<td>Employee + 1:</td>
<td>$4,900</td>
<td>$2,400</td>
<td>$7,300</td>
</tr>
<tr>
<td>Family:</td>
<td>$4,300</td>
<td>$3,000</td>
<td>$7,300</td>
</tr>
</tbody>
</table>

- Catch up contribution for those age 55 or older is $1,000.
HSA & Federal Guidelines

Please closely review federal guidelines if…

- You have Medicare, including Part A
- You have coverage under other plan – non-HDHP
- Your spouse is contributing to an HSA
- You have children on your plan that you can no longer claim as dependents
- You have a domestic partner on the plan
Flexible Spending Accounts

Dependent Care Account
- You must elect your annual amount; funds are available as they are contributed through payroll
- $5,000 limit per family ($2,500 if filing jointly)

Medical Flexible Spending Account
- Not available for Blue plan participants
- You must elect your annual amount; funds are available to you January 1
- IRS’s limit is $2,750 (unchanged)
- Grace Period allows you to incur expenses thru 03/15 each year
- Run-Out Period allows you to request reimbursement by 04/30 each year
- **2021 Enrolled in Maize, 2022 change to Blue– Must have a ZERO balance in your FSA by 12/31/2021.**

*NOTE: If you don’t use it, you lose it. No Rollover.*
Other Benefits

No Changes for the following plans:

- Group Life and AD&D
- Supplemental Life and AD&D
- Vision Insurance Discounts
- Long Term Disability

Changes to the following plans:

- Dental – Value and Comprehensive plans - premiums increased by 4.65%
## 2022 Dental Premiums

<table>
<thead>
<tr>
<th>Value</th>
<th>2021 Monthly Premium</th>
<th>2022 Monthly Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee:</td>
<td>$34.24</td>
<td>$35.84</td>
</tr>
<tr>
<td>Employee + Spouse:</td>
<td>$68.72</td>
<td>$71.92</td>
</tr>
<tr>
<td>Employee + Child(ren):</td>
<td>$64.68</td>
<td>$67.68</td>
</tr>
<tr>
<td>Family:</td>
<td>$111.16</td>
<td>$116.32</td>
</tr>
</tbody>
</table>

### Comprehensive

<table>
<thead>
<tr>
<th>Value</th>
<th>2021 Monthly Premium</th>
<th>2022 Monthly Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee:</td>
<td>$45.58</td>
<td>$47.70</td>
</tr>
<tr>
<td>Employee + Spouse:</td>
<td>$86.10</td>
<td>$90.10</td>
</tr>
<tr>
<td>Employee + Child(ren):</td>
<td>$91.60</td>
<td>$95.85</td>
</tr>
<tr>
<td>Family:</td>
<td>$147.98</td>
<td>$154.85</td>
</tr>
</tbody>
</table>
2022 Summary of Changes

- **Health**: Premiums increased by 2.43%
- **Dental**: Premiums increased by 4.65%
- **Vision**: Premiums stayed flat
- **HSA**: IRS annual limits increased
- **Flex Medical**: IRS 2022 limit remains at $2,750
- **Flex Dependent Care**: IRS annual limit remains at $5,000
- **Group Life**: No Changes
- **Supplemental Life**: No Changes
- **Long Term Disability**: No Changes

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Key Takeaways & Next Steps

- Open Enrollment 11/1/2021-12/3/2021 (midnight)

Log into Online Benefit Enrollment:
- Username & Password are the same as your Single Sign On (SSO)
- Review:
  - Current benefit elections and make changes if needed.
  - Dependent DOB and SSN; update if they are missing
  - Beneficiaries DOB and SSN; update if they are missing
- There are two types of enrollment:
  - **Passive:** Auto enrollment into the same plan you have today, unless you make a change.
  - **Active:** Not Auto enrolled; Must elect if you want the plan for 2022.
Active Enrollment - Action Required

- **HSA:** Review your contribution to the account
  - Increase to the IRS Annual contribution limit.

- **FSA:** Elect or waive each of these
  - Medical FSA (Maize) - IRS limit unchanged for 2022
  - Dependent Care - IRS limit unchanged for 2022.
Open Enrollment Resources

- **2022 Open Enrollment webpage:**
  https://www.carleton.edu/human-resources/benefits/2022-carleton-college-benefits-open-enrollment/

- **On-line Benefits Enrollment System:**
  https://www.carleton.edu/human-resources/benefits/benefits-connect/

- **Human Resources:**
  - Andrea Zunkel, Benefits Coordinator (azunkel@carleton.edu / x5989)
  - Kirsten Budin, Benefits Manager (kbudin@carleton.edu / x 4831)
## Open Enrollment: 11/1/21 - 12/3/21

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/2/2021</td>
<td>1:00 pm</td>
<td>Zoom</td>
</tr>
<tr>
<td>11/10/2021</td>
<td>8:30 am</td>
<td>Zoom</td>
</tr>
<tr>
<td>11/16/2021</td>
<td>3:00 pm</td>
<td>Zoom</td>
</tr>
<tr>
<td>11/22/2021</td>
<td>2:00 pm</td>
<td>Zoom</td>
</tr>
</tbody>
</table>
Human Resources

2022 Open Enrollment

Open Enrollment allows you to review the benefits you are currently enrolled in and make changes for calendar year 2022.

- **November 1st** – Open Enrollment starts
- **December 3rd** (midnight): **Deadline** to complete your 2022 elections.

**Open Enrollment Meetings:** These virtual sessions will review the available plans, premium changes, IRS contribution limits and how to complete your elections. There will be time for questions and answers during each session.

- **Tuesday, November 2, 2022** – 1:00pm-2:00pm
- **Wednesday, November 10th** – 8:30am-9:30am
- **Tuesday, November 16th** – 3:00pm-4:00pm
- **Monday, November 22nd** – 2:00pm-3:00pm

**Online Benefits Enrollment Site Link:** Please review your current benefits and make desired changes. Use your Carleton username and password (Single Sign On). Pay particular attention to:
Welcome to your Open Enrollment!

Enrollment Deadline: 12/8/2019
Your Status: Not Started
Start Your Enrollment
Supplemental 403b Deferral Limits

- 403b Deferrals: still awaiting the IRS Press Release.
- Catch-up Contributions (50+): $6,500
- Additional Deferral Possibility (subject to TIAA approval): $3,000
  - 15 years of continued service
Health Insurance Premium Holiday

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Premium Holiday Details

- Plan expenses have been less than premiums collected
- No December Health Insurance Premiums
  - applied differently for those with adjusted premiums