

Open Enrollment 2022

Benefits Overview and Important Information

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Office of Human Resources and Strategic Talent Management
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Benefits and Retirement Team

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Alex, Our Virtual Benefits Counselor

- Have a one-on-one conversation with Alex to better understand your needs for the year ahead
- <https://www.myalex.com/mc/2022#intro>



How Do I Enroll in Benefits

- WORKDAY!
- Located in your MyMC!
<https://www.myworkday.com/mc/d/home.html>
- Upload any supporting documents, such as birth and marriage certificates.
- You can make changes throughout the year in the Workday system if you have a qualifying event. It is **your responsibility to report QEs to HRSTM within 31 days.**



Workday Benefits

- Update personal information
- Report life events
- Beneficiary changes
- Review benefits and retirement selections

Log in to Workday to update benefits



Three Health Insurance Plan Options

- Kaiser Permanente
- Cigna Point of Service (POS) Plan
- Cigna Choice Fund with Health Savings Account (HSA)



Main Points to Know for all Health Plans

- Children covered until age 26
 - Regardless of student/marital status
- Preventative Care Covered at 100% - No deductible
- Prescription drug coverage included

Kaiser Permanente

- Clinical model HMO plan
- Select a Primary Care Physician (PCP)
- \$25 PCP co-pay
- \$50 specialist co-pay
- \$100 emergency room co-pay
- Inpatient hospital care - \$250 per admission
- No deductible; Out-of-pocket limit \$3,500/Individual;
\$9,400/Family

<http://my.kp.org/montgomerycollege/>

Kaiser Permanente

- Prescription Copayments at The Kaiser Center
 - \$20 generic co-pay
 - \$35 brand name in formulary co-pay
 - \$50 non-preferred brand name co-pay
- Vision benefit included at Kaiser facility
- Managed Dental benefit included

<http://my.kp.org/montgomerycollege/>

Kaiser Permanente

- No changes to benefit design
- Rates increasing by 6.6%
- Still the most affordable option

<http://my.kp.org/montgomerycollege/>

Cigna

- www.cigna.com is a great resource!
- Register for your own account at www.myCigna.com
- Cigna Telehealth Connection
- Go In-Network for maximum benefit
- Out-of-Network benefits also included
- Two plan options:
 - Point of Service Plan
 - Cigna Choice Plan



Cigna Point of Service (POS)

- In-Network functions like an HMO
 - Must select PCP from network
 - Obtain referrals to see in-network specialists
 - Preventative care covered in-network ONLY
- Out-of-Network is an indemnity plan
 - Allows you to direct your own health care and visit almost any doctor or hospital you like



Cigna POS Plan Design

IN-NETWORK

- \$500 deductible
- \$25 PCP co-pay
- \$50 specialist co-pay
- \$50 urgent care co-pay
- \$150 emergency room co-pay
- OOP Limit is
\$4,000/Individual;
\$8,000 Family

OUT-OF-NETWORK

- \$1,000 deductible
- 70/30 co-insurance of R&C
- OOP Limit is
\$8,000/Individual;
\$16,000/Family



Cigna Point of Service (POS)

- No changes to plan design
- Rates increasing by 2%
- Most expensive plan offered



Cigna Choice Fund

- Consumer Driven Health Plan (CDHP) with Health Savings Account (HSA)
- A three-tier structure of payment for health care:
 - A tax-exempt health savings account (HSA) that MC and the employee can contribute towards, pre-tax up to a certain limit
 - A high-deductible health insurance policy
 - Portion the individual pays for health care expenses out of their own pocket



Cigna Choice Fund Cost

College Contribution to your HSA		Employee Pre-Tax Funds to HSA	CDHP Deductibles	
\$500*	<i>Per Individual</i>	Up to \$3,150	\$1,400	<i>Per Individual</i>
\$750*	<i>2 Individuals</i>	Up to \$6,550	\$2,800	<i>2 Individuals</i>
\$1,000*	<i>Family</i>	Up to \$6,300	\$3,300	<i>Per Family</i>

HSA catch-up contributions - Employees age 55 and over can contribute an additional \$1,000 a year.

MyCigna.com website has an expense tracker to document your expenditures.

*Amounts given in January each year.

Cigna Choice Fund

Type of Service	In-Network	Out-Of-Network
Co-Insurance	90%	70%
Total Deductible*	\$1,400/Individual \$2,800/2 Individuals \$3,300/Family	\$1,400/Individual \$2,800/2 Individuals \$3,300/Family
Calendar Year Out-of-Pocket Maximum	\$4,000/Individual \$6,500/2 Individuals \$8,000/Family	\$8,000/Individual \$13,000/2 Individuals \$16,000/Family
Preventative Care	100%	70%

*Must satisfy total deductible before claims are paid.

Additional Information on the Cigna Choice Fund Account

- No changes to plan design
- Rates increasing 2%
- Rollover money not spent year after year for health care expenses for future
- Free Debit Card issued for payments



Cigna Choice Fund Eligibility Criteria

- All benefits-eligible employees, except:
 - **Employees** enrolled in other health coverage (*this includes Medicare Part A*)
 - Those collecting Social Security benefits*

*This rule applies only to the enrolled employee as they are the owner of the Health Savings Account.

POS & HSA Prescription Coverage

- Provided through Caremark/CVS
- Three-tier plan with a minimum and maximum (after deductible for HSA plan)
 - Generic – 10% with a \$10 minimum/\$20 maximum co-pay
 - Formulary – 20% with \$20 minimum/\$50 maximum co-pay
 - Brand – 40% with \$40 minimum/\$100 maximum co-pay
- Mail order incentivized (maintenance medicines)
- Prudent Rx for specialty drugs



Supplementary Vision Plan

- At an EyeMed provider:
 - \$10 Co-pay for Eye Refraction Exam once a year
 - \$150 plan allowance per year; 20% off balance over the \$150
 - Allowance for out-of-network reimbursement
 - Hearing benefit included
 - No change to plan design or rates
 - www.eyemed.com



Cigna Dental PPO

- The PPO is a preferred provider option
- Cigna Network Dentists
- Out-of-Network Dentists
 - Claims based on reasonable and customary cost
 - Providers can balance bill for portion not covered by insurance
 - May have to pay, file claim, and be reimbursed
- Annual maximums
- No changes to plan design or rates



Cigna Dental PPO Coverage

- 100% covered Preventative care with no deductible
- 80% covered class II (basic restorative)
- 60% covered class III (major restorative)
 - Includes implants
- 60% covered class IV (orthodontia, periodontia)
 - Plan pays 60%, up to \$1,000/year
 - No lifetime max



*Note: This plan gives you an additional \$100.00 towards the plan maximum each year for 3 years, if you have a cleaning each year.

Cigna Dental HMO

- A Managed Dental Care Plan with no annual limit
- Select Dentist from referrals
- Set fees for service based on schedule
- No limit cap on coverage!
- No changes to fee schedule
- Rates increasing by 2%



Basic Life Insurance and AD&D

- Term insurance
- Death Benefit: 2x base salary, up to \$100,000
- College pays 75% of cost
- If new to benefit, must complete Evidence of Insurability (EOI) health questionnaire
- Rates increasing (small amount per pay)

MINNESOTA LIFE

Additional Life Insurance Options

- Optional, spousal, and dependent term insurance
- Employee pays 100% of cost
- Required to have Basic Life Insurance to participate
- If new to benefit, must complete an EOI for employee and/or spouse

MINNESOTA LIFE

Optional Life Insurance

- Benefit: Additional 1, 2, or 3 times base salary, up to \$300,000
- Costs varies by age group, increases with age
- Rates increasing, check your coverage!

MINNESOTA LIFE

Spousal Life Insurance

- Must have minimum of 1x salary in optional life
- Benefit: \$25,000
- Beneficiary is the employee
- Costs varies by employee age group, increases with age
- Rates increasing

MINNESOTA LIFE

Dependent Life Insurance

- Must enroll in optional life to be eligible
- Benefit: \$5,000
- Beneficiary is employee
- One rate for one or more eligible dependent children
- Rates increasing slightly

MINNESOTA LIFE

Disability Coverage

- Standard Insurance Company (new vendor for 2022)
- Regular employees are automatically enrolled in short-term disability (no cost to employees)
- Elect to enroll in long-term disability coverage through Workday
- If new to LTD benefit, must complete an EOI
- Rates are increasing slightly



Long-Term Disability Insurance

- Disability coverage begins after 6 months of employment
- Benefit:
 - 60% of base monthly salary, maximum of \$5,000/mo.
 - Payable after 12 months of total, continuous disability until age 65
- MC pays 75% of cost



Flexible Spending Accounts

- Pre-Tax Benefit administered by Benefit Strategies for:
 - Health Care (can rollover 2021 balance up to \$550.00 to 2022)
 - Dependent Care
 - Transportation (rollover)



FSA Limits

- Health care expenses

- \$2,750 limit/calendar year (no change from 2021)
- Total amount available up-front
- Convenient Debit Card for eligible merchants



- Dependent care expenses

- \$5,000 limit/calendar year (no change from 2021)
- Only funded amount available for reimbursement
- Only applies to children under age 13

Limited Flexible Spending Account

- Only for CIGNA Choice Fund Participants
- Additional opportunity to shelter tax dollars
 - \$2,750 limit (no change from 2021)
 - Can only be used for:
 - Vision
 - Dental
- Total amount available up-front
- Convenient Debit Card for eligible merchants

Transportation Flexible Spending Accounts

- Public Transportation or Parking:
 - Enroll 15 days prior to the beginning of the month
 - Balances rollover
 - Forfeited at termination
 - Parking cannot be used for MC parking
- Monthly maximums:
 - \$270 for parking
 - \$270 for transportation



Additional Savings Opportunities

- Supplemental Retirement Annuities (SRA)
- 2022 Maximum contribution per calendar year:
 - \$20,500 or
 - \$27,000 if age 50 or older by December 31, 2022
 - Deducted over 20 pays

SRA Contributions

- 403(b) & 457(b) – Voya, AXA/Equitable, TIAA and Valic
- Open an account(s) and begin contributing at any time
- Minimum contribution is \$10 per pay period
- Can only modify or waive existing SRA contributions during OE



Group Legal Insurance

- Coverage for employee, spouse, and eligible dependents
 - Includes out of local area
 - Does not include pre-existing situations
 - Cannot be used for employment grievances or disputes
- 25% discount on customary and usual fees for services not covered in full
- You will be assigned a legal plan attorney based on your home residence location. If you want to change attorney offices, contact Legal Resources directly.
- Minimum enrollment period of one year
- No changes to plan and no rate increases



Mid-Year Changes

- It is **your responsibility to notify HRSTM** when you experience a life-changing event **within 31 days of the qualified event** (e.g., marriage, divorce, birth, eligibility for other coverage, etc.). This should be done in Workday.
- Appropriate documentation is required for QEs, including verification of dependent relationships. Documents should be uploaded to Workday (e.g., marriage license, birth certificate, offer letter with other benefits eligibility, etc.).



OE “Go For the Gold” Contest

- Complete **five (5)** activities for **GOLD**: OE in WD, review of Alex, attend an informational session, complete a 30 min. physical activity and send an email to HRSTM about why you like working here – email GOLD to the Benefits Team to be entered in a drawing
- Complete **four (4)** activities for **SILVER**: OE in WD, review of Alex, attend an informational session, and complete a 30 min. physical activity – email SILVER to the Benefits Team to be entered in a drawing
- Complete **three (3)** activities for **BRONZE**: OE in WD, review of Alex, and complete a 30 min. physical activity – email BRONZE to the Benefits Team to be entered in a drawing

Reminders and Action Items

- Open Enrollment ends **Friday, November 12 at 5 pm.**
- All employees are asked to **review and confirm benefits** to ensure we have correct info for first Workday payroll in January.
- Make sure you click **Submit** to save your changes.
- You must elect an FSA and/or HSA if you want one in 2022 (current elections will NOT rollover to 2022).
- **Next year, all employees will be required to make ALL benefits elections in Workday for 2023.**

Thank you!
Questions? Comments?

