

2022 Benefits Open Enrollment

Monday October 11, 2021 -
Monday November 1, 2021

Benefits Cost and Being Self Funded

Williams shifted from fully-insured to self-insured in 2019 in an effort to better control plan design and costs.

Claims analysis and actuarial models help us budget anticipated annual expenses and set premium rates.

When expenses exceed the budget, the college absorbs the cost.

When we compare our current rates to what our rates would have been if we remained fully-insured - the premiums for the individual HMO plan ~\$100 less because we are self-insured.

Agenda

- Changes to consider during Open Enrollment
- Plan updates - Medical, Dental, HSAs and FSAs
- Action Items
- Help Available
- Resources, Contacts, and Links

Questions to Consider

- Have I (or my eligible dependents) moved into or out of the Medical HMO plans service area? The HMO plans cover non-emergency services and providers in New England only (MA, CT, RI, NH, VT and ME) - **not** NY.
- Do I have dependents to add or remove?
- Have I updated any name, address, or marital status changes?
- Has my health profile or that of my dependents changed, and should I choose a different plan based on the location and/or cost of services and providers needed?
- Do I have anticipated medical, dental, or vision costs (for services to be received in 2022) that could benefit from pre-tax savings through a Flexible Spending Account or Health Savings Account?

New for 2022

- 6.0% increase in Medical plan premiums for both College and participants (between \$8.81 and \$30.39 per month depending upon coverage tier) - including enhanced fertility benefits
- No change in Dental plan premiums - Freedom network added to existing plan for potential savings to employees
- Contribution maximums to Health Savings Accounts (HSA) increased to \$3,650 individual coverage and \$7,300 family coverage for the Saver Plan
- Health Care Flexible Spending Account/Dependent Care Flexible Spending Account unlimited rollovers continue into 2022

Medical Premiums

	HMO	HMO Deductible	PPO Deductible	PPO Saver Deductible
Employee Monthly Contribution				
<i>Employee</i>	\$227.78	\$176.41	\$201.85	\$182.34
<i>Employee + One</i>	\$538.23	\$409.77	\$473.37	\$424.59
<i>Family</i>	\$557.69	\$424.40	\$513.62	\$462.46
Employer Monthly Contribution				
<i>Employee</i>	\$655.36	\$622.30	\$622.30	\$622.30
<i>Employee + One</i>	\$1,121.02	\$1,089.03	\$1,073.76	\$1,085.47
<i>Family</i>	\$2,144.88	\$1,863.97	\$1,965.82	\$1,771.72
Employee Monthly Increases Over 2021				
<i>Employee</i>	\$11.71	\$8.81	\$10.25	\$9.14
<i>Employee + One</i>	\$29.29	\$22.02	\$25.62	\$22.85
<i>Family</i>	\$30.39	\$22.84	\$27.89	\$25.00

You must enroll online through the bswift portal during this Open Enrollment to have healthcare benefits and Flexible Spending Account contributions in calendar year 2022 - unless you have a qualifying life event.

Medical Plans

	HMO	HMO Deductible	PPO Deductible	PPO Saver Deductible
Where You Get Your Care	New England* only for non-emergency care	New England* only for non-emergency care	Nationwide Network	Nationwide Network
Referral Required for Specialist	Yes	Yes	No	No
Compatible Medical Expense Account	FSA DCFSA	FSA DCFSA	FSA DCFSA	HSA, Limited FSA DCFSA

*MA, CT, RI, NH, VT & ME, does not include NY

Medical Plan Comparison

	HMO	HMO Deductible	PPO Deductible	PPO Saver Deductible
Annual Plan Year Deductible (In-Network)				
<i>Employee</i>	\$0	\$500	\$500	\$1,500
<i>Employee + One / Family</i>	\$0	\$1,000 (\$500 per member)	\$1,000 (\$500 per member)	\$3,000
Annual Out-of-Pocket Maximum (In-Network)				
<i>Employee</i>	\$2,000 Medical \$1,000 Rx	\$1,500 Medical \$1,000 Rx	\$1,500 Medical \$1,000 Rx	\$3,000 Combined Medical and Rx
<i>Employee + One / Family</i>	\$4,000 Medical \$2,000 Rx	\$3,000 Medical \$2,000 Rx	\$3,000 Medical \$2,000 Rx	\$6,000 Combined Medical and Rx

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What goes towards your deductible?

Deductible

- Hospital admission
- Day/Outpatient Surgery
- Diagnostic testing
- Physical Therapy

Co-Pay

- Prescriptions
- Office Visits
- ER Visits

Co-Pay & Deductible both count towards the Out-of-Pocket-Maximum

Employee Annual Cost Scenario

Employee earning:	\$17 /hour = \$35,360 /year*
Received a 3% increase 7/1/21	\$17.51 /hour = \$36,420.80 /year
Overall increase	\$0.51 /hour = \$1,060.80 /year
HMO Deductible plan increase 1/1/22	\$8.81 /month for individual \$52.86 for 6 months (1/1 - 6/30/22)
Salary increase net of medical and dental cost increase	\$1,007.94

*calculation assumes employee is working 40 hours per week, year-round

Cost Scenarios Plan Comparisons

- Medical Emergency (Fracture)
- Diabetes Care
- Use the *Ask Emma* feature in bswift for a customized cost estimate, including Primary Care and Specialist Visits, Prescriptions, Surgeries, and Diagnostic Tests.

Medical Emergency (fracture)

	HMO Copay	HMO Deductible
Sample Employee Costs		
Total Annual Premium (Employee)	\$2,733	\$2,117
1 Emergency Room (admitted - no fee)	\$0	\$0
2 Diagnostic Tests (bloodwork/x-ray)	\$0	\$500*
1 Imaging (CT/PET scans, MRIs)	\$0	\$0
1 Inpatient Hospitalization	\$500	\$0
1 Outpatient Surgery	\$250	\$0
1 (30-day supply) Prescription - Tier II	\$300	\$300
Total Out-of-Pocket	\$1,050	\$800
Total Out-of-Pocket + Premium	\$3,783	\$2,917 (-\$866)
<i>*Deductible Met - responsible for only Copays for remainder of the year</i>		

Diabetes Care

	HMO Copay	HMO Deductible
Sample Employee Costs		
Total Annual Premium (Employee+1)	\$6,459	\$4,917
2 Primary Care Office Visits	\$0*	\$0*
4 Specialist Office Visits	\$120	\$120
Diagnostic Tests (bloodwork)	\$0	\$500
4 Monthly Prescriptions (90 days mail)	\$1,000	\$1,000
Total Out-of-Pocket	\$1,120	\$1,620
Total Out-of-Pocket + Premium	\$7,579	\$6,537 (-\$1,042)
<i>*Copay waived for first two diabetic PCP/Patient Educator and/or Specialists visits</i>		

Telemedicine

- Licensed Medical and Behavioral Health providers are available 24/7 to treat you for minor medical issues and provide behavioral health care.
- Use the Well Connection app on a mobile device or visit [wellconnection.com](https://www.wellconnection.com).
- Simply log in to your MyBlue account, choose the type of care you want under the MyCare tab, and pick a provider. You pay the same cost as for an office visit.

Wellbeing Program 2022

- Wellness offerings will continue for 2022 with virtual webinars, financial consultations and classes with new options coming Spring 2022
- \$500 for employees / \$100 for spouses incentive for completing:
 - Health Assessment, and
 - Preventive exams and activities (at least 2) including volunteer and community service options
- \$100 incentive for an Activity Challenge
- \$150 Fitness Reimbursement
- \$150 Weight Management Plan Reimbursement

(Incentives are paid to BCBS subscribers though all employees can participate)

Dental Premiums

	2022
Employee Monthly Contribution	
<i>Employee</i>	\$9.39
<i>Employee + One</i>	\$23.47
<i>Family</i>	\$30.98
Employer Monthly Contribution	
<i>Employee</i>	\$35.73
<i>Employee + One</i>	\$57.56
<i>Family</i>	\$117.91
Employee Monthly Increases Over 2021	
<i>Employee</i>	\$0.00
<i>Employee + One</i>	\$0.00
<i>Family</i>	\$0.00

Flexible Spending Account (FSA)

An FSA is a special account you put money into that you use to pay for [qualified health care costs](#).

You don't pay taxes on this money. This allows you to reduce your taxable income and have money set aside for these expenses.

Flexible Spending Accounts Limits	2022
Healthcare FSA	\$2,750*

*Healthcare FSA normally allows a [\\$550](#) carryover to the next plan year.

Current (2021) FSA participants will be able to carry over unlimited funds to an FSA elected for 2022 due to special pandemic-related legislation.

Health Savings Account (HSA)

Much like an FSA, an HSA can be used to pay for qualified medical expenses. You may contribute to an HSA **only** if you have a High Deductible Health Plan (HDHP).

HSAs are portable and stay with you for life beyond employment at Williams.

Balances of more than \$1,000 can also be used as an investment vehicle.

HSA Limits (Employee + Employer)	Max employee contribution	Employer contribution	Maximum annual contribution 2022
<i>Employee</i>	\$3,150	\$500	\$3,650
<i>Employee + One / Family</i>	\$6,300	\$1,000	\$7,300
<i>HSA Catch-up Contribution</i>	\$1,000*		

*For those age 55 and older and eligible for an HSA, a catch-up contribution of \$1000 can be made

Dependant Care Flexible Spending Account

A Dependent Care FSA (DCFSA) is a pre-tax benefit account used to pay for [eligible dependent care services](#), such as preschool, summer day camp, before or after school programs, and child or adult daycare.

A qualifying dependent may be a child under age 13, a disabled spouse, or an older parent in eldercare.

DCFSA Limits Employee	2022
<i>Employee</i>	\$5,000

- Money must be in account in order to be reimbursed or pay invoices
- Receipts have to be submitted in order for payment to be issued

Employee Assistance Program - Health Advocate

- This free* and confidential service is available to employees and their families 24/7 to address work/life balance concerns, provide counseling and stress management, research child and elder care resources, and connect to financial and/or legal consultants among other services.
- HealthAdvocate can be reached at 1-866-799-2465 or www.healthadvocate.com/wc

** Some services are limited to the number of free visits provided within the benefit year.*

Charitable Donations

- The college will contribute \$1 for every \$2 of your personal contributions to the following charities:
 - United Way of Rutland serving Bennington County
 - Berkshire United Way
 - Northern Berkshire United Way
 - Williamstown Community Chest
- Contribution spread over 24 pay periods with a minimum of \$1 election per period, if contributing.
- **You must log in to bswift to complete your annual election.**

Unum: Paid Leave Administrator

Reminder that we transition to an external paid leave administrator in Sept 2020

You initiate a leave claim by phone 866-779-1054 or go online to www.unum.com/claims

Tips to navigate the filing process on the HR website

We are still here for questions and support

Contact Megan Childers at [mab7](#) | 4355 or Kristen MacFarlane at [kam9](#) | 4478 in HR with questions about college policies, Unum communications, or filing processes

TIAA Retirement Contributions

- Eligible employees can contribute to their retirement account with pretax dollars and receive matching contributions from Williams
- Remember to review contributions every year and adjust to retirement goals or annual increases
- Our dedicated financial consultant with TIAA is available to discuss retirement plans by arranging a virtual appointment at 800.732.8353, Weekdays, 8 a.m. – 8 p.m.
- More information is available on our dedicated TIAA website <https://www.tiaa.org/public/tcm/williams>

Action Items

Log into bswift

- **Review** your 2021 Personalized Enrollment Statement
- **Complete Open Enrollment elections** – even if you are a new or recent hire and just enrolled in benefits. All benefit-eligible employees must complete the enrollment in bswift for 2022, even if you intend to keep the same plans.
- **Elect or waive** the Health Care Flexible Spending Account (FSA), Dependent Care FSA, Health Savings Account (HSA) and Charitable Donations, as these need to be re-elected every year.

Action Items

Watch your snail mail!

- Due to recent legislation requiring insurance companies to revise the information on plan ID cards, **new ID cards will be sent to you for medical and dental plan coverage.**
- Electronic ID cards will also be available on the respective websites of each company after January 1, 2022.
- Old cards will still work at providers but you will receive new ID cards by mail for each plan - even if you do not make changes to your plans.

Follow-Up Items

- **Confirm** that any **address updates and name changes** are reflected in the PeopleSoft system.
- **Review and save** your benefits confirmation statement immediately after completing enrollment.
- **Review your first paycheck** of calendar year 2022 to make sure deductions are correct for your plans and inform HR if they are not.
- Check and **update your life insurance, HSA and retirement plan beneficiaries** as needed.

Open Enrollment Period

October 11, 2021 – November 1, 2021

- Find important plan details and general benefits information
- Use the enhanced Ask Emma feature and view informational videos
- Compare plans with the online calculator
- Elect or make changes to your benefits

Enroll at:

<https://bswift.williams.edu>

bswift[®]

Help Available - Enrollment Support

- Email HR@Williams.edu or call x2681 to schedule time to talk with someone for assistance with your enrollment. **Please use *Enrollment Support* in the subject line of your email.**
- If you need access to a computer or technology assistance for enrollment, please indicate this when making an appointment.
- A schedule of virtual and in-person group information sessions, as well as individual appointments, is available on the [2022 Open Enrollment page](#) on the HR website.

Resources, Contacts and Links

Williams College website benefit plan links (all plans):

<https://hr.williams.edu/benefits/>

Megan Childers at [mab7](#) | 4355 or Kristen MacFarlane at [kam9](#) | 4478 with questions.

[Glossary of Health Coverage and Medical Terms](#)

Blue Cross Blue Shield of Massachusetts (medical, dental & vision):

Medical and Dental Plans: www.bluecrossma.com

Medical and Dental Customer Service: 1-800-486-1136

Vision Plans: www.blue2020ma.com

Vision Customer Service: 1-855-875-6948

Resources, Contacts and Links

Health Advocate Employee Assistance Program (EAP)

Website: www.healthadvocate.com/wc

Telephone: 1-866-799-2485

HealthEquity: Health Care FSAs, Dependent Care FSA, and HSA

Website: <https://healthequity.com/>

Telephone: 1-866-346-5800

Unum: Paid Leave and Life Insurance

Website: <https://www.unum.com/register>

Telephone: 1-866-779-1054

SmithRx: Prescription Drug Benefits

Website: <https://portal.mysmithrx.com>

Telephone: 1-844-454-5201

Q & A