

Williams

Open Enrollment for 2019

October 2018

Agenda

- Medical Plans Rates
- Dental Plan Rates
- Vision Plan
- Flexible Spending Accounts and Health Savings Accounts
- Charitable Donations
- What to do next

Medical Plans

- 0% increase in medical premiums
- Deductible plans simplified - removing the HRA plan, where the college pays the second half of the deductible
- Employees will continue to be responsible for the \$500 (single) /\$1000 (employee +1 & family) deductible
- No other changes to the medical plans
- New BCBS ID cards will be issued for all medical plans (effective January 1st)
- Active enrollment process - must log into bswift

2019 Medical Premiums

	HMO	HMO Deductible	PPO Deductible	PPO Saver Deductible
Employee Monthly Contribution				
<i>Employee</i>	\$196	\$153	\$174	\$158
<i>Employee + One</i>	\$460	\$351	\$405	\$363
<i>Family</i>	\$476	\$363	\$439	\$395
Employer Monthly Contribution				
<i>Employee</i>	\$556	\$528	\$528	\$528
<i>Employee + One</i>	\$951	\$924	\$911	\$921
<i>Family</i>	\$1,819	\$1,581	\$1,668	\$1,503
Total Monthly Premium				
<i>Employee</i>	\$752	\$681	\$702	\$686
<i>Employee + One</i>	\$1,411	\$1,275	\$1,316	\$1,284
<i>Family</i>	\$2,296	\$1,944	\$2,106	\$1,898

Cost Saving Option - Change Plans

Move from HMO to HMO Deductible

	Premium Savings	Maximum Deductible *	Net Savings if Deductible Met
<i>Employee</i>	-\$534	\$500	-\$34
<i>Employee + One</i>	-\$1,533	\$1,000	-\$533
<i>Family</i>	-\$1,384	\$1,000	-\$384

** You can use a Flexible Spending Account to cover potential deductible costs.*

Medical Premium Refund

Why the refund?

- Each year Blue Cross Blue Shield (BCBS) sets premiums for our employees based on claims from the last two years
- College negotiated the contract to provide a refund of 50% of any savings (if medical claims were less than premiums)
- In 2016 and 2017, our employees submitted fewer claims than predicted in total dollars, resulting in BCBS refunding the college a share of the premiums paid for the year

Medical Premium Refund

2016 Refund \$226,372 distributed to 972 subscribers

2017 Refund \$174,475 distributed to 1,047 subscribers

2018 Refund expected and funds will be distributed in the spring of 2019

This is the last year of the existing contract. In the future, the college and employees will benefit 100% from the difference between claims and premiums paid, offsetting future premium increases.

Dental Plan Update

	2019	Change
Employee Monthly Contribution		
<i>Employee</i>	\$8.54	+\$0.34
<i>Employee + One</i>	\$21.34	+\$0.84
<i>Family</i>	\$28.16	+\$1.11
Employer Monthly Contribution		
<i>Employee</i>	\$32.48	+\$1.28
<i>Employee + One</i>	\$52.33	+\$2.06
<i>Family</i>	\$107.19	+\$4.22
Total Monthly Premium		
<i>Employee</i>	\$41.02	+\$1.62
<i>Employee + One</i>	\$73.67	+\$2.90
<i>Family</i>	\$135.35	+\$5.33

- Slight increase in dental premiums
- No plan changes
- Benefits committee will review dental plan this year

BCBS Vision Plans

- BCBS Blue 20/20 vision plan will continue to be available to employees and their families
- The same two plan options are available
- No change in vision premiums
- New hearing discounts for vision plan members
 - Partnered with Amplifon Hearing
 - 40% off hearing exams
 - Discount on hearing aids & no cost trials
 - Two years of battery replacement
 - 3-year hearing aid warranty

2019 Flexible Spending and HSA Contribution Limits

Flexible Spending Accounts Limits	2018	2019
Healthcare FSA	\$2,650 *	\$2,650 *
Dependent Care FSA	\$5,000	\$5,000

HSA Limits (Employer + Employee)	2018	2019
<i>Employee</i>	\$3,450	\$3,500
<i>Employee + One / Family</i>	\$6,900	\$7,000
<i>HSA Catch-up Contribution</i>	\$1,000	\$1,000

** Healthcare FSA allows \$500 carry-over to next calendar year.*

You must log in to bswift to complete your annual election for 2019 FSA Healthcare, FSA Dependent Care and HSA

Charitable Donations

The college will contribute \$1 for every \$2 of your personal contributions to the following charities:

- Bennington United Way
 - Berkshire United Way
 - Northern Berkshire United Way
 - Williamstown Community Chest
- Contribution spread over 24 pay periods
 - **Log in to bswift to elect your annual contribution. *This must be done each year.***

What Next?

1. You received a 2019 Personalized Enrollment Statement by email on October 14, 2018.
Review this!
2. **Active Enrollment:** All employees must **log in to bswift** to complete Open Enrollment elections or make changes
3. Remember to make elections for **2019 FSA Healthcare, FSA Dependent Care, HSA and Charitable Donations**

Open Enrollment Period

October 15, 2018 – November 11, 2018

- 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

<https://bswift.williams.edu>



Need additional help during open enrollment?

- Use the *Ask Emma* feature in bswift
- BCBS dedicated line for Williams subscribers (888) 772-5208. The line will be available on 10/16, 10/23, 11/1, and 11/5, from 9:00am - 11:00am and 2:00pm - 4:00pm on all these dates.
- Call BCBS Member Services at (800) 486-1136, Monday-Friday from 8:00am-6:00pm
- Call Kris x4478 and Megan x4355