OPEN ENROLLMENT MEMORANDUM

TO: BENEFITS-ELIGIBLE FACULTY AND STAFF
FROM: MARTY MASTASCUSA, HUMAN RESOURCES
RE: OPEN ENROLLMENT FOR THE 2019-2020 PLAN YEAR
DATE: SEPTEMBER 9, 2019

The Open Enrollment period for the benefits plan year starting November 1, 2019 and ending on October 31, 2020 will take place from September 9th – 27th. During this designated time period, all employees can indicate whether they want to keep their current benefit elections or make changes. Elections should be indicated using the Human Resources web site, www.brynmawr.edu/humanresources. The web site includes Open Enrollment materials, including medical and dental applications, which must be completed by anyone who is adding or changing dependents on either type of plan. A medical application must also be completed by anyone who is switching from one of the Personal Choice plans to one of the Keystone plans.

Enclosed you will find a Benefits Guidebook that summarizes all the benefits in the College’s Flexible Benefit Plan. The last page of the Benefits Guidebook includes contact information for all benefit plans sponsored by the College. Renewal rates and a medical plan comparison are also enclosed. Any qualitative components of that comparison reflects my own perceptions of the advantages and disadvantages of each medical plan offered by the College, but you should review the plan details thoroughly and choose the plan that is best for you and your circumstances. Employees who do not have computer access at work will receive printed copies of the following two forms:

- Flexible Benefit Election Form -- to be completed if making changes
- Coverage Continuation Form -- to be completed if making no changes

For questions or to meet with providers, join us at the Benefits Fair on Tuesday, September 17 from 11:00 am – 2:00 pm in Great Hall.

Summary

Given the feedback we received from the community last year, the College will remain with Independence Blue Cross (IBC) for medical insurance with the same four plan options. While the last two year’s health insurance renewal quotes resulted in significant reductions in the premium rates for employees, as we predicted in last year’s letter that trend was short-term and has ended. Although premiums are increasing this year, employees will still be paying approximately the same or less in premium (for most of the plans offered) than they were paying three years ago. For its part and for one year only, the College will be increasing its spending on employees’ health insurance premiums by 10% over last year, which is double the amount that is typically allocated in the College’s budget for the increase. To mitigate some of the premium rate increase for employees, there will be some copayment changes which are described on the next page.
In aggregate, the College will pay 90% of the health insurance premium with employees paying the remaining 10% of the cost. As you might expect, health insurance is the largest component of the College’s benefit expense budget.

With regard to the dental plan, there will be no increase in premium and no change in coverage for the coming plan year.

**Medical Coverage Details**

The specific changes being made to the medical plans are listed below. Please note that there are no changes to co-pays for the HDHP plan.

**Regular Personal Choice PPO, Keystone POS and Keystone HMO**
- While the co-pay for generic prescriptions will remain at $20, there will be an increase for brand name prescription co-pays from $40 to $50 for formulary. $60 to $100 for non-formulary.

**Keystone POS and Keystone HMO**
- Specialist office visit copays increase from $35 to $50.
- Imaging copays increase from $35 to $50.
- Outpatient facility copays increase from $150 to $250.

In order to further mitigate the impact on employee premiums, the Benefits Committee did consider applying deductibles to some plans, but decided that it would be more advantageous for employees to pay a bit more in premium which is tax-free rather than have the risk of paying a larger deductible that would likely be paid with after-tax dollars. As such, a small employee contribution will be even be applied to HMO plan participants with single coverage.

**HSA and FSA**

Most HDHP enrollees can participate in a Health Savings Account (HSA). The 2020 HSA maximums will be $3,550 for individual and $7,100 for family coverage, with a “catch-up” provision for employees age 55 and over of an additional $1,000. If you already participate in the HSA and want to increase your contribution in 2020, please complete a new HSA Contribution Form before the end of the Open Enrollment period.

Enrollees in the other healthcare plans can opt to fund a Flexible Spending Account (FSA) that provides the ability to save money (up to $2,700) on a pre-tax basis to pay for certain medical, dental, vision or prescription expenses such as deductibles and copayments and expenses for services or supplies not covered by the plan. Open Enrollment for the 2020 FSA will occur starting on November 15, 2019, for a January 1, 2020 effective date.

It is hoped that employees use the premium savings or HDHP subsidies provided through this renewal to increase their elections in the HSA or FSA, taking advantage of the tax savings these plans provide. Like last year, all HDHP enrollees except for those with family coverage continue to receive a subsidy that can be used to fund the HSA.
**Health Insurance Requirement – Affordable Care Act**

Tax reform legislation that went into effect at the start of 2018 eliminated the individual mandate under the Affordable Care Act that required individuals to have coverage or pay a penalty. However, all other requirements of the Affordable Care Act remain in effect and the College will administer its plans in the same manner as it did in prior years. All benefits-eligible employees should be covered for medical insurance through Bryn Mawr or through another insurance plan that meets the “minimum value” standard set by the Affordable Care Act. This does include government programs such as Medicare, Medicaid, TRICARE and CHIP.

**Other Benefits/Coverages**

The basic life insurance benefit that is provided at no cost to employees, doubled last year, from $25,000 to $50,000, and remains at that level.

For the eleventh year in a row, dental rates will renew with no increase in premium. There will also be no change in the plan’s coverage.

**Additional Information**

*The College is sponsoring a Benefits Fair on Tuesday, September 17 from 11:00 a.m. to 2:00 p.m. in Great Hall. Additional information about the Fair will be sent via e-mail, but please plan to attend if you have any questions with which the Human Resources office or one of our providers can assist. If you are unable to attend the Fair, please contact Human Resources directly with questions.*

**REMINDER: OPEN ENROLLMENT ENDS ON FRIDAY, SEPTEMBER 27. COMPLETED FORMS NEED TO BE RETURNED OR SUBMITTED ON-LINE TO HUMAN RESOURCES BY THIS DATE.**