

BRYN MAWR COLLEGE

OPEN ENROLLMENT MEMORANDUM

TO: BENEFITS-ELIGIBLE FACULTY AND STAFF
FROM: MARTY MASTASCUSA, HUMAN RESOURCES
RE: OPEN ENROLLMENT FOR THE 2023-2024 PLAN YEAR
DATE: SEPTEMBER 11, 2023

The Open Enrollment period for the benefits plan year starting November 1, 2023 and ending on October 31, 2024 will take place from **September 11th – 29th**. 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 Personal Choice (i.e., the HDHP and PPO plans) to one of the Keystone plans (i.e., the HMO and POS plans).

A printed Benefit Guidebook has been mailed to Service/Craft employees who do not use computers at work. Service/Craft employees also received printed copies of the following forms:

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

A rate sheet and a medical plan comparison are posted on the web site. Please note that the medical plan comparison reflects my own observations of some of the distinguishing features 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.

Summary

The College will remain with Independence Blue Cross and offer the the same four medical plans for the upcoming benefits plan year. The high deductible healthcare plan (HDHP) single and family deductible will change to conform with 2024 federal requirements. There are no other changes to the basic plan provisions of the HDHP, or to any of the other three plans. There is also no change to the basic formula used to determine employee contributions.

After three years of stable premiums, the College plan's premiums will increase by 4.6% for the coming year, which will result in premiums modest increases for employees of between \$26 and \$575 for the year (depending on your plan choice). Because your premium payment is not taxed, though, the actual impact on your take-home pay will be even less. The premiums for the HDHP will actually decrease, reflecting an increase in the single deductible, from \$1,500 to

\$1,600, and in the family deductible, from \$3,000 to \$3,200. Please note that the HDHP deductible change was required in order for the plan to meet the HDHP minimum deductible levels set by the federal government for 2024. Since the minimum deductible is likely to increase in future calendar years, additional changes to the HDHP deductibles will likely be needed beyond 2024.

As a reminder, several features have been added to the plan in recent years that are also available at no cost to participants such as:

- **Livongo:** a personalized, data-driven program for improved diabetes management. Participants who sign up will receive diabetes-related supplies, and the system allows professionals at Livongo to remotely monitor readings and provide support and coaching to help improve medication adherence and health outcomes.
- **Wondr Health:** an online behavioral counseling program for weight management, diabetes prevention and metabolic syndrome reversal. It is a program delivered through weekly classes that works on teaching, reinforcing and practicing skills to help with weight loss and then maintenance.
- **Telehealth:** a telehealth feature for the treatment of non-emergency medical conditions. This system allows you to get a medical consultation via a video call without leaving your house. Please note that effective January 1, 2024, Independence Blue Cross will be changing its telehealth vendor from MDLive to Teladoc. You will be able to load the app for Teladoc onto your phone on or after January 1, 2024.
- **Ovia:** a benefit oriented to expecting parents.
- **Propeller:** a benefit to assist with chronic respiratory disease.

Please note that Catapult Health, which is a preventive care virtual check-up feature, will not be available starting in the new plan year.

Additional information is available on the Human Resources web site. The MDLive/Teladoc feature is particularly beneficial to Keystone enrollees who have dependents living outside of the service area and cannot utilize their PCP for inpatient visits.

In aggregate, the College expects to pay 90% of the overall medical premium during the new plan year, with employees paying the remaining 10% through pretax deductions.

HSA and FSA

Most HDHP enrollees can participate in a Health Savings Account (HSA). The 2024 HSA maximums will be \$4,150 for individual and \$8,300 for family coverage, with a “catch-up” provision for employees age 55 and over of an additional \$1,000. 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. If you already participate in the HSA and want to increase your contribution in 2024, please complete a new HSA Contribution Form which is on the Human Resources web site.

Enrollees in the other healthcare plans can opt to fund a Flexible Spending Account (FSA) that provides the ability to save money (up to \$3,050) 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. This structure helps you to save money because you do not have to pay federal, FICA and state taxes on the amounts you set aside in your FSA. Open Enrollment for the 2024 FSA will occur starting on November 15, 2023, for a January 1, 2024 effective date.

Health Insurance Requirement – Affordable Care Act

The Affordable Care Act requires that individuals have health insurance. All benefits-eligible employees should be covered for medical insurance through Bryn Mawr College 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

Life insurance of \$50,000 is provided at no cost to employees. Additional coverage can be purchased subject to medical underwriting.

Dental insurance premiums and all dental plan provisions will stay the same.

Additional Information

The Benefits Fair will be held from 9:00 a.m. - noon on Tuesday, September 19 in Great Hall. You may also contact anyone in Human Resources with any question related to Open Enrollment.

**REMINDER: OPEN ENROLLMENT ENDS ON FRIDAY, SEPTEMBER 29.
COMPLETED FORMS NEED TO BE RETURNED OR SUBMITTED ONLINE TO
HUMAN RESOURCES BY THIS DATE.**