Open Enrollment 2015

November 12 – November 26
Open Enrollment 2015 Agenda

- Brief Review of Affordable Care Act (ACA)
- What You Need to Know
- What you Need to do by November 26
- What’s New or Changing in 2015
- Do I Need to Enroll?
- Questions
Coverage for adult dependent children to age 26, regardless of enrollment in school or other employment

Eliminate pre-existing condition limitations or exclusions for coverage

Eliminate lifetime and annual maximum for benefits payable under the Health Plan

Maximum out-of-pocket costs for covered expenses have been implemented, when you utilize In-Network providers. The maximums include your payments for deductible, co-insurance and co-pays. Once you reach the maximum, the Plan will pay 100% of covered expenses through In-Network providers, for the remainder of the calendar year

Health Plans have added coverage for numerous Preventative Services, with no cost-sharing for you and any covered dependents
Open Enrollment 2015
What You Need to Know

- Medical Plan designs are staying the same
- Rates are remaining the same in the PPO and increasing in the HMO plans
- Benefit elections made during Open Enrollment become effective January 1, 2015
- **New Streamlined process** this year – if you are making any changes, you will not be required to fill out any forms
- If no action is taken by November 26th
  - All your current elections other than FSA remain in effect for 2015
  - Includes medical, dental, life and dependents covered
- Benefit elections must be completed online no later than November 26th
Open Enrollment 2015
What You Need to Do By November 26th

- Review ALL your 2015 benefit elections and options
  - Medical/dental plan coverages and costs
  - Supplemental and Dependent Life Insurance
  - Health Care or Dependent Care Flexible Spending Accounts (FSA)
- Reconfirm your beneficiaries and covered dependents
- Review your current benefits and enroll/change 2015 coverage using https://apps.skidmore.edu
  - Log in with your Skidmore username and password
  - Click on My Employment Information in the left column under Main Menu
  - In the menu that appears, click on My Benefits
# Medical Plan Designs

<table>
<thead>
<tr>
<th>Provisions</th>
<th>Skidmore PPO</th>
<th>MVP</th>
<th>CDPHP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician copays</td>
<td>$15 PCP/$30 Specialist</td>
<td>$25 PCP/$40 Specialist</td>
<td>$25 PCP/$40 Specialist</td>
</tr>
<tr>
<td></td>
<td>* Please note the mental health copay changed from $40 to $25</td>
<td>* Please note the mental health copay changed from $40 to $25</td>
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</tr>
<tr>
<td>In–Patient Hospital</td>
<td>$250 copay per admission (max 1 per person/year)</td>
<td>$250 copay per admission (max 1 copay per person; 3 copays per family/year)</td>
<td>$240 copay per admission (max 2 copay per person, 3 copays per family/year)</td>
</tr>
<tr>
<td>Out–Patient Surgery</td>
<td>$100 copay</td>
<td>$75 facility copay; $100 physician copay</td>
<td>$75 copay</td>
</tr>
<tr>
<td>Prescriptions</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retail (one fill)</td>
<td>$10/$25/$40</td>
<td>$10/$25/$40</td>
<td>$10/$25/$40</td>
</tr>
<tr>
<td>Mail (Long term–90 days)</td>
<td>$20/$50/$80</td>
<td>$25/$62.50/$100</td>
<td>$25/$62.50/$100</td>
</tr>
<tr>
<td>Out–of–Pocket–Maximum</td>
<td>Medical – $1,500 Single/$3,000 Family; Rx – $5,100 Single/$10,200 Family</td>
<td>$6,600 Single/$13,200 Family</td>
<td>$6,600 Single/$13,200 Family</td>
</tr>
</tbody>
</table>

**Out of Pocket Maximum (OOP)** is the most a person or family will pay under the plan for all covered expenses. Expenses that go toward the In-Network OOP are: copays, coinsurance (if any) and deductibles. The Out of Network OOP includes all deductibles and co-insurance paid by you.
Dental and Flexible Spending Accounts (FSA)

- **Dental Plan**
  - Dental plan designs remain the same
  - Rates for the dental plan have decreased by 3.5%

- **Flexible Spending Accounts (FSA)**
  - FSAs allow you to use pre-tax dollars to pay for eligible out-of-pocket medical and dependent care expenses
  - Still eligible to roll over of up to $500 into the following year
  - Use Benefits Strategies’ online calculator to determine how much to contribute and your potential tax savings

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**2015 FSA limits**
- $2,550 for Health Care
- $5,000 for Dependent Care
All coverage lines will be moved to The Standard
There will be no change to the coverages – just a carrier change
The good news for you is that you will be able to buy into life insurance coverage up to $250,000 without needing to answer any medical questions (Evidence of Insurability (EOI))

Life Insurance
- Basic and Supplemental
  - All benefit eligible employees are covered for $50,000 basic life. You may purchase personal supplemental coverage in $50,000 increments to a maximum of $250,000.
- Dependent Life covers your spouse and/or your children
  - Coverage is $10,000 for your spouse and $4,000 for each child
Open Enrollment 2015
Do I Need to Enroll?

- Access Open Enrollment via “My Employee Information” online:
  - Confirm you are in the correct medical and/or dental plan
  - Want to enroll or change your life insurance
  - Change your covered dependents or beneficiaries
- Enroll in an FSA for 2015
# Open Enrollment 2015
## Your Information Resources

Benefits Program Information page

[http://www.skidmore.edu/benefits](http://www.skidmore.edu/benefits)

## Open Enrollment

- Health Plans At-A-Glance
- 2015 Medical Rates
- Summary of Benefits & Coverage (SBC for each health plan)
- Catamaran Prescription Drug Information
- Online Step-by-Step Enrollment Instructions
- Dental Plan Highlights and 2015 Rates
- 2015 Group Term Supplemental Life Insurance Rates
- FSA Healthcare Account Eligible Expenses & Worksheet
- 2015 Payroll Calendar
Q & A