

2013 Benefits Information

Medical Insurance

Maintaining our goal of providing the best health care options for our community at the best price is increasingly challenging from year to year. When an expense like health care continues to trend at a rate greater than the growth in tuition, this further complicates the financial health of the College. We will continue to work together to provide quality health care and manage health care costs at Hamilton.

For 2013 we will be switching insurance carriers to Excellus and all participants will move to one PPO health plan. Why are we making these changes?

- The health care study group from 2011 recommended that our best long term health care strategy is to move everyone to one plan and to introduce deductibles and coinsurance for all participants.
- During the renewal process we solicited competitive bids from multiple vendors. Excellus offered the most competitive quotes by a significant margin and agreed to limit the rate of premium increase in the second year.
- We researched Excellus' service and received good reports. They also offer a custom designed webpage for Hamilton employees, health coaching available 24/7, and dedicated account representatives.

We are sorry to leave MVP where we have enjoyed good service and a good relationship, but we are confident that Excellus can also meet our needs with very high quality.

As participants in Hamilton College's health plan migrate to the Excellus Blue PPO plan, the following are a couple of important points to consider:

- All participants will have access to the BlueCross BlueShield nationwide network
- In-network deductibles of \$250 for individual and \$750 for family will apply on certain services
- Coinsurance on certain services in-network is 10% (*out-of-pocket maximum for in-network is \$750 individual and \$2,250 family*)
- \$0 copay for generics for children up to age 19
- Office copays remain at \$25 and specialist copays remain at \$40
- Prescriptions currently filled under mail order will need to be reestablished with Excellus
- Routine vision exams and preventative dental for children are not covered under the new plan

We encourage you to review the enclosed information about the PPO plan from Excellus carefully and to review all lines of coverage especially those lines of coverage that may affect you and your dependents.

As the College continues to evaluate its health care plan, please remember that your utilization has a direct impact on the cost of our future renewals. Using generics whenever possible, discussing with your physician alternative treatments that may be less expensive, and knowing your biometric numbers are easy ways to have a positive impact on our plan while improving your ability to be an informed consumer of health care.

Medical Insurance (continued)

In addition, we encourage you to consider participating in one of the many wellness initiatives across campus from those designed by Dave Thompson to those recently being implemented with our new wellness partner, Bassett Health Care.

The College recognizes that the choices you make regarding your health care for you and your dependents are important decisions. Please consider attending an open enrollment meeting as an opportunity to ensure that all of your questions are addressed about the transition to Excellus BluePPO.

Coverage for Children

Open enrollment for coverage for a child under New York State's "Age 29 – Young Adult Option" is for one month beginning on November 5. Please refer to the 2013 Benefits Guidebook and the Human Resources website for additional information on coverage for children.

Dental and Vision Insurance

Dental – the benefit schedule remains the same for 2013. Premiums are increasing by 13.7% for 2013 (rate chart is enclosed). New enrollees will be eligible for all allowed services without penalty for late enrollment.

Vision – the benefit schedule and premium cost will remain the same for 2013.

Eligibility for dependent children under the voluntary dental and vision plans is up to age 19 or to age 23 if enrolled as a full-time student.

Flexible Spending Accounts (FSA)

Hamilton College offers employees the opportunity to participate in Flexible Spending Accounts (FSA). This program allows you to set aside tax-free dollars from your paycheck for eligible healthcare and dependent care expenses. Under the Affordable Care Act, the maximum amount allowed for a healthcare account reduces to \$2,500 for 2013. The maximum amount allowed for dependent care expenses remains at \$5,000.

As a reminder, if you are a current participant, please keep your debit card when you have exhausted your 2012 funds. If you enroll for 2013, the card will be reloaded with your new election.

All amounts elected for 2013 must be used for expenses incurred January 1, 2013 through December 31, 2013 and claims must be submitted by March 31, 2014. (For 2012 participants, all amounts elected for 2012 must be used for expenses incurred by December 31, 2012 and claims must be submitted by March 31, 2013.)

Voluntary 403(b) Retirement Plan

New enrollments and changes to your voluntary retirement deductions may be made at any time throughout the year. **New enrollment forms** must be received at least two weeks before the requested effective pay date for employees that are paid weekly and before mid-month for employees paid monthly. If you want to make **a change to your Salary Reduction Agreement**, a request form must be submitted at least one week before the requested pay date for employees paid weekly and before mid-month for employees paid monthly.

The IRS annual contribution limit for voluntary contributions is changing for 2013. The limit is increasing from \$17,000 to \$17,500. For individuals age 50 and over, an additional \$5,500 catch-up contribution limit applies.