

2019 Benefits Information

Health Plan

Excellus BlueCross BlueShield and OptumRx will continue to administer the College's medical and prescription drug plans for 2019. The College is pleased to announce the following changes for 2019. Telemedicine copays will be \$10.00, reduced from \$25.00. Therapy (Physical/Occupational/Speech) and chiropractic copays will be \$25.00, reduced from \$40.00. Generic drugs purchased through OptumRx's mail order pharmacy will have a \$10.00 copay, which is a three-month supply for one copay.

Prescription Plan

Reminder: The prescription drug formulary will update on January 1 2019, and may change again throughout the year.

Waiver Payments

The College is required to seek waiver information annually under provisions of Health Care Reform. **If you are currently receiving a medical waiver payment, and you do not submit a completed form for 2019, your waiver payment will end at the end of December 2018. You will not have the opportunity for reinstatement until Open Enrollment for 2020.**

Identification Cards

As a reminder, enrollees for the College's health insurance plan should utilize the Excellus BlueCross BlueShield identification card for medical services, and the OptumRx identification card for prescriptions. Immunization services at a pharmacy should be processed with OptumRx's card.

For current enrollees, new ID cards will not be issued by Excellus BlueCross BlueShield or OptumRx for 2019. You should continue to use your current ID cards. ID cards will be sent to the home address of new enrollees prior to January 1.

Health Care Reform (Affordable Care Act "ACA")

Your 2018 federal tax return will require information to demonstrate that you satisfied the ACA's obligation to have health insurance. Around the time that you receive your Form W-2, you will also receive Form 1095-C (Employer-Provided Health Insurance Offer and Coverage). You will use the information in Part III of the Form to prepare your tax return.

Dental and Vision Insurance

Guardian will continue as the vendor for dental and vision coverages. If you are currently enrolled for dental and/or vision coverage, you should continue to use your current ID cards for 2019. ID cards will be sent to the home address of new enrollees prior to January 1.

Effective 1/1/2019, eligibility for dependent children enrolled in the College's dental and vision plans will go to age 26. * Please verify any dependents over age 19 are still enrolled. Dependents who were removed previously, and who will now meet eligibility on 1/1/19, may be added back during open enrollment by completing a benefit and enrollment change form.**

Flexible Spending Accounts (FSA)

The College offers employees the opportunity to participate in Flexible Spending Accounts (FSA). This program allows employees to set aside tax-free dollars from their paycheck for eligible healthcare and dependent care expenses. The maximum amount allowed for a healthcare account is currently \$2,650. Participants can select the new max for 1/1/19, if the IRS updates it on, or before November 16, 2018.

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The maximum amount allowed for dependent care expenses remains \$5,000. *** **Important Reminder: An election form must be completed each year to participate.**

The College's Flexible Spending Accounts have a grace period provision. Amounts elected for 2019 must be used for eligible expenses incurred in 2019, or in the initial 2½ months of 2020. Participants will have until June 15, 2020 to submit claims for expenses incurred from January 1, 2019 through March 15, 2020. (For 2018 participants, claims must be incurred by March 15, 2019 and submitted by June 15, 2019.)

If you are a current participant and plan to reenroll for 2019, please use your existing debit card. If your card is expiring, a new card will be mailed to you automatically.

Life Insurance

The College's life insurance plan will continue through The Business Council. Effective 1/1/19, this important benefit will be provided by AXA Equitable Life Insurance Company. *****An annual reminder for those employees that purchase supplemental life insurance. The College's supplemental life insurance rates are age banded. If you moved to the next 5 year age band in 2018 (30, 35, 40, 45, etc.), you will see an increase in your premium effective 1/1/19.**

Beneficiary Forms

Open enrollment is the perfect time to update your beneficiaries, please consider completing the enclosed beneficiary form. You may update your beneficiary at any time throughout the year.

Voluntary 403(b) Retirement Plan

To start or change your voluntary retirement contribution, a Salary Reduction Agreement form must be submitted. Changes to your voluntary retirement deductions may be made at any time throughout the year. New enrollees need to create an account with TIAA, either on-line or via a paper form. Beneficiaries can be updated directly with TIAA. The annual voluntary contribution limit is currently \$18,500. Individuals who are age 50 as of the last date of the calendar year, are allowed an additional \$6,000 in voluntary catch up contributions.