

2023 Benefits Information

AleraGray – As previously announced, the College will be moving to an online system for benefit elections. The College is partnering with our benefits broker, Alera Group (formerly Relph Benefit Advisors) to facilitate this process. You will be able to use this system to make annual open enrollment changes and life event changes throughout the year. You are also able to login at any time to view your current enrollments, update beneficiaries, and view important benefits documentation. See instructions below and the enclosed flyer for enrollment information.

To Login: aleraedge.aleragroup.com

- First-time User:
 - Click Participant Login; Select AleraGray; Click on ‘Register’
 - Enter your social security number, date of birth and HAMILT for the Company Key.
 - Create your User Name, Password and Security Questions, and click ‘Continue’. Enter your new information on the login page.
- Mobile Enrollment
 - You can enroll through your Smartphone - simply follow the above instructions.
 - Download the MyChoice app, then log into aleraedge.com to receive your access code. Available for both Android and iOS systems.

Enrollment Tips

- You can do more than just enroll online. You can find additional information about the benefits offered to you as well as links to carrier websites.
- For the best experience, plan to complete your online enrollment all in one visit. If you need to stop the process partway through and go back in, **make sure to click approve at the end.**
- You can make changes to your enrollment as many times as you like during the open enrollment period. If you do go in to make a change, make sure to click approve at the end, and take note of your new confirmation number.

Health Plan

Excellus BlueCross BlueShield and OptumRx will continue to administer the College’s medical and prescription drug plans for 2023. Telemedicine will continue to be covered at 100%, and there will be no changes to the out-of-pocket maximums which are outlined below.

	<u>2022 (current)</u>	<u>2023</u>
In-Network Annual Out-of-Pocket Max. – Individual/Family	\$1,800/\$5,300	\$1,800/\$5,300
Out-of-Network Annual Out-of-Pocket Max. – Individual/Family	\$3,550/\$8,800	\$3,550/\$8,800

Prescription Plan

Reminder: The prescription drug formulary will update on January 1, 2023, and may change again throughout the year. The College will continue to provide members with the opportunity to bring prescriptions for maintenance medications to any CVS pharmacy to fill a 90-day supply and enjoy the same cost savings as home delivery.

Waiver Payments

The College is required to seek waiver information annually under the provisions of Health Care Reform. **Important Reminder: If you are currently receiving a medical waiver payment you must log into your AleraGray profile to agree to the medical waiver attestation.**

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. ID cards will be sent to the home address of new enrollees prior to January 1.

Health Care Reform (Affordable Care Act "ACA")

As part of Healthcare Reform, you will receive Form 1095-C (Employer-Provided Health Insurance Offer and Coverage) in late February. If you were covered by Hamilton's health insurance continuously during 2022, you will not need this form to complete your taxes.

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 2023. ID cards will be sent to the home address of new enrollees prior to January 1.

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. **Important Reminder: An election must be made each year during open enrollment to participate.**

The College's Flexible Spending Accounts have a grace period provision. Amounts elected for 2023 must be used for eligible expenses incurred in 2023, or in the initial 2½ months of 2024. Participants will have until June 15, 2024 to submit claims for expenses incurred from January 1, 2023 through March 15, 2024. (For 2022 participants, claims must be incurred by March 15, 2023 and submitted by June 15, 2023.)

If you are a current participant and plan to reenroll for 2023, 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. **It is strongly encouraged that you add beneficiary information to your online profile.** As a reminder, the College's supplemental life insurance rates are age banded. If you moved to the next 5-year age band in 2022 (30, 35, 40, 45, etc.), you will see an increase in your premium effective January 1.

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 will need to create an account online with TIAA. Beneficiaries need to be updated directly with TIAA.

The IRS annual contribution limit for voluntary contributions is changing for 2023. The limit is increasing from \$20,500 to \$22,500. For individuals age 50 and over, an additional \$7,500 catch-up contribution limit applies (changed from \$6,500).

Employee Contact Information

Open enrollment is the perfect time to think about updating your address and emergency contact information. You can update your information online by visiting

<https://www.hamilton.edu/offices/human-resources/personal-information-update>.