

Dear Furman Faculty and Staff:

The purpose of this communication is to inform you of changes to Furman's benefit plans effective January 1, 2022 and announce the dates for the annual open enrollment process.

This year's open enrollment period will begin on Sunday, November 7, 2021 and will end on Saturday, November 20, 2021. The open enrollment period is your opportunity to confirm, change, enroll in or cancel benefits. Any changes in benefits will take effect on January 1, 2022. Benefits selections will be made in the Workday system. There is a new design and format this year compared to the past. Step-by-step instructions will be made available for your use.

Detailed below is a list of coverages offered in our benefits program for 2022. After each coverage, an explanation is provided with the specific changes or other applicable information.

### **Medical Plan**

#### **Premiums**

- See attached sheet. Total premiums were adjusted based on historical data and projected by the University's health care consultants.

#### **Cost Sharing**

- All plans and tiers experienced no increase in cost sharing for 2022.

#### **Plan Administrator**

- Blue Cross Blue Shield (BCBS) of South Carolina will remain the provider for the 2022 calendar year.

#### **Plan Design**

- No plan design changes will be made to the Plus, Basic or High Deductible Health Plan (HDHP).

#### **Prescription Plan**

- No prescription drug changes will be made to the Plus, Basic or HDHP plan. As in previous years, some drugs may experience tier changes, step therapy, prior authorization and quantity limits in conjunction with BCBS's formulary changes that occur primarily in January. Affected members will receive notification directly from BCBS. For the most current information on what your specific plan covers, login to the [BCBS myhealth toolkit](#).

### **Telemedicine**

Our telemedicine benefit in 2022 will continue to be provided through BCBS. All those enrolled in the medical plan will have access to this benefit. The copay for Plus and Basic Plan members will remain at \$10 per consultation. HDHP members will pay \$59.

### **Health Savings Accounts (HSA) \*For those enrolled in the HDHP only.**

Accrue Health will continue as our HSA vendor. The HSA employee maximum contribution limits for 2022 are \$3,650 and the family maximum contribution limit is \$7,300. Furman will continue to make contributions to HSA participant accounts of \$500 for employee only coverage and \$1,000 for dependent coverage. If you wish to continue participation in these tax-saving programs in 2022, you must re-enroll during Open Enrollment. Remember that all unused HSA funds roll over into the next calendar year.

### **Hospital Indemnity Plan\*New Voluntary Option\***

Unum will remain the provider for the hospital indemnity plan. The hospital indemnity plan provides added protection against an event that would require hospitalization and provides a cash benefit directly to the member that can be used to defray out of pocket medical expenses.

Effective January 1, 2022, Furman will no longer provide this coverage for members enrolled in the HDHP medical plan. However, this plan will be offered on a voluntary basis for members enrolled in any of the three plans. Enrollment will take place in the Workday system during the open enrollment period.

### **Medical and Dependent Care Flexible Spending Accounts (FSAs)**

Flores will remain the provider for both the medical and dependent care flexible spending accounts. The maximum contribution limits for 2022 are \$2,750 for medical and \$5,000 for dependent care. Please note that the dependent care maximum will revert back to the previous \$5,000 maximum from prior years. If you wish to participate in these tax-saving programs in 2022, you must re-enroll during Open Enrollment. Remember that only \$550 of unused medical FSA funds can be rolled into the next calendar year. Any excess will be lost.

### **Dental Plan**

Metlife will remain the provider for our dental plan. The premium rates and plan design will remain the same.

### **Vision Plan**

MetLife will remain the provider for our vision plan. The premium rates and plan design will remain the same.

### **Basic & Supplemental Employee and Dependent Life and Accidental Death and Dismemberment (AD&D)**

Unum will remain the provider for life insurance coverage. There are no premium increases for 2022. Furman will pay the premiums for the Basic Employee Life and AD&D for all benefit eligible employees.

- Faculty and staff will choose from the following options:
    - 1) Elect 1½ times salary up to a maximum of \$400,000 or a flat amount of \$50,000.
    - 2) Faculty and staff are responsible for paying the imputed tax on any insured amounts over \$50,000.  
\*\*Per IRS regulation, there is no imputed tax on coverage amounts equal to \$50,000 or less.
  - Basic dependent life coverage and additional supplemental life and AD&D for faculty, staff, dependent spouses and children (up to age 26) remain the same.
- \*\*Any initial elections for faculty and staff, or amounts above the guaranteed issue will require evidence of insurability (EOI). \*\*

### **Disability**

Unum remains the provider for both Short and Long-Term Disability.

- Short Term Disability (STD) premium rates will remain the same. Two STD options available: 7-day waiting period or 30-day waiting period. New enrollees will be subject to EOI.
- Long Term Disability (LTD) premiums rates will remain the same. LTD is a mandatory benefit for all benefit eligible employees.

### **Voluntary Benefits – Accident, Critical Illness & Whole Life**

Unum remains the provider for our voluntary products. New this year, the Accident and Critical Illness plan will be updated with new enhanced benefits and some increase in premium adjustments.

#### ***Accident***

Premium rates will remain the same for the voluntary accident plan. Faculty and staff will be able to enroll in the Accident plan using the Workday system versus calling Unum as needed in the past. Individuals previously enrolled in the plan will need to reenroll in the Workday system if you are interested in keeping this benefit. These individuals will also receive a direct communication from HR with more information and a reminder on steps that need to be taken to retain the enhanced benefit.

#### ***Critical Illness***

Premium rates will change for some members. Faculty and staff will be able to enroll in the Critical Illness plan using the Workday system versus calling Unum as needed in the past. Individuals previously enrolled in the plan will need to reenroll in the Workday system if you are interested in keeping this benefit. These individuals will also receive a direct communication from HR will more information and a reminder on steps that need to be taken to retain the benefit.

#### ***Whole Life***

Premium rates will remain the same for the voluntary whole life plan. Faculty and staff interested in enrolling in this coverage, making changes to current coverage or who wish to decline will need to contact Unum directly. Contact information will be provided in the Workday system.

### **Legal and Identity Theft Coverage**

MetLife will remain the provider for our Legal and Identity Theft plan. Individuals who enroll will have access to legal advice and representation for many personal legal matters. Identity Theft's comprehensive coverage scours records at all three major credit bureaus to help uncover and minimize fraud.

### **Employee Assistance Program (E.A.P)**

An E.A.P is offered through Health Advocate. The program includes counseling services, referrals and resources for work-life needs, as well as legal and financial information. The services are free and confidential. Faculty and staff are automatically enrolled in this benefit and are eligible for up to 6 free in-person counseling visits per calendar year.

### **Reminders:**

- Open Enrollment is a good time to verify that your enrolled dependents are still eligible for coverage
- Review your beneficiary designations
- Review personal contact information such as home address and contact numbers.
- Assess and determine if any coverage changes need to take place
- Don't forget to complete the Health Risk Assessment (HRA), Biometric Screening and Health Coach Provider (HCP) visit (if needed) no later than December 1, 2021 to get the 2022 medical premium discount.
- Offsite Biometric Screening Forms and HCP forms are available on the HR website.

We trust you will find this information helpful in selecting benefits for 2022.

**Kristin Austin**

Benefits Manager