

Open Enrollment Information Sessions

November 2021



Open Enrollment

- November 7th – 20th
- Enroll, Cancel or Make changes to Coverage
- New Benefits Layout in Workday
- Faculty/Staff will receive an inbox item in Workday to complete Open Enrollment(OE)
- Step-by-Step Instruction Manual/Guided Demo will be made Available
- 2022 Benefits Guide will be available soon.
- Various OE tools and resources will be available via the HR website



Today's Agenda

Overview

- **Medical Plan**
- **Voluntary Benefits - (Hospital Indemnity, Accident and Critical Illness)**
- **Dental Plan**
- **Vision Plan**
- **H.S.A & F.S.A Plan**
- **Disability(Short Term & Long Term)**
- **Life Insurance**
- **Other Voluntary Benefits(Whole Life, Legal & Identity Theft)**
- **Employee Assistance Program (EAP)**
- **Benefit Offerings Review**

What's New for 2022

- **Medical Premiums Increase**
- **Enhanced Accident Voluntary Plan**
- **Enhanced Critical Illness Voluntary Plan**
- **Voluntary Hospital Indemnity Plan Change**
- **Workday Benefits Layout Update**

2022 Medical Cost Sharing & Premiums

P L U S		2021/2022 Cost Sharing		2021 Biweekly	2022 Biweekly		2021 Monthly	2022 Monthly
	Employee	80%		\$82.44	\$86.56		\$178.61	\$187.55
	Employee + Child(ren)	78%		\$159.81	\$167.81		\$346.28	\$363.59
	Employee + Spouse/Domestic Partner	76%		\$210.71	\$221.25		\$456.64	\$479.37
	Family	76%		\$311.08	\$326.64		\$674.01	\$707.71

B A S I C		2021/2022 Cost Sharing		2021 Biweekly	2022 Biweekly		2021 Monthly	2022 Monthly
	Employee	79%		\$41.60	\$43.68		\$90.13	\$94.64
	Employee + Child(ren)	85%		\$53.98	\$56.68		\$116.96	\$122.81
	Employee + Spouse/Domestic Partner	78%		\$95.09	\$99.86		\$206.02	\$216.36
	Family	78%		\$144.61	\$151.84		\$313.32	\$328.98

H D H P		2021/2022 Cost Sharing		2021 Biweekly	2022 Biweekly		2021 Monthly	2022 Monthly
	Employee	88%		\$20.45	\$21.47		\$44.30	\$46.52
	Employee + Child(ren)	88%		\$34.33	\$36.05		\$74.38	\$78.10
	Employee + Spouse/Domestic Partner	85%		\$51.97	\$54.57		\$112.60	\$118.23
	Family	85%		\$81.05	\$85.11		\$175.61	\$184.40

*Discounted premiums displayed

Medical Plan Design – No changes

	Plus Plan	Basic Plan	HDHP Plan
Office Visit	\$30 Copay	\$30 Copay	Subject to Ded
Specialist Visit	\$50 Copay	Subject to Ded	Subject to Ded
Urgent Care	\$75 Copay	Subject to Ded	Subject to Ded
Emergency Room	\$250 Copay (Waived if admitted)	Subject to Ded	Subject to Ded
Preventive Care	100%	100%	100%
Deductible (Individual/Family)	\$800/ \$2,400	\$1,500/ \$4,500	\$2,800/ \$5,600
OOPM (Individual/Family)	\$4,000/\$8,000	\$6,000/\$12,000	\$6,550/\$13,100
Coinsurance	80% In Network 50% Out of Network	80% In Network 50% Out of Network	80% In Network 50% Out of Network

Ded = Deductible OOPM = Out of Pocket Maximum

Pharmacy Plan Design – No changes

	Plus Plan	Basic Plan	HDHP/HSA
Retail (30 day)			
Generic Maintenance	\$10 Copay	\$10 Copay	20%, after deductible
Generic Non-Maintenance	\$10 Copay	\$10 Copay	20%, after deductible
Preferred Brand	50% to a maximum of \$100	50% to a maximum of \$100	20%, after deductible
Non-preferred Brand	50% to a maximum of \$250	50% to a maximum of \$250	30%, after deductible
Specialty	50% to \$250	50% to \$250	50% to \$250
Retail (90 day)			
Generic Maintenance	\$25 Copay	\$25 Copay	20%, after deductible
Generic Non-Maintenance	\$25 Copay	\$25 Copay	20%, after deductible
Preferred Brand	50% to a maximum of \$250	50% to a maximum of \$250	20%, after deductible
Non-preferred Brand	50% to a maximum of \$500	50% to a maximum of \$500	30%, after deductible
Specialty	Not Covered	Not Covered	Not Covered
Home Delivery (90 day)			
Generic Maintenance	\$25 Copay	\$25 Copay	20%, after deductible
Generic Non-Maintenance	\$25 Copay	\$25 Copay	20%, after deductible
Preferred Brand	50% to a maximum of \$250	50% to a maximum of \$250	20%, after deductible
Non-preferred Brand	50% to a maximum of \$500	50% to a maximum of \$500	30%, after deductible
Specialty	Not Covered	Not Covered	Not Covered

Prescription Plan Reminders

Exclusion of Over-The-Counter(OTC) Prescriptions

- Proton Pump Inhibitors*(PPIs) & Non-Sedating Antihistamines must be purchased over the counter.

Step Therapy

- New Prescriptions must be prescribed generic lower cost option before moving to a brand/ higher cost drugs.

90 Day Fill for Maintenance Drugs

- No Longer Mandatory/Provides Convenience
- BCBS Network includes more pharmacies

Narcotic Management

- Limits on Narcotic Medications

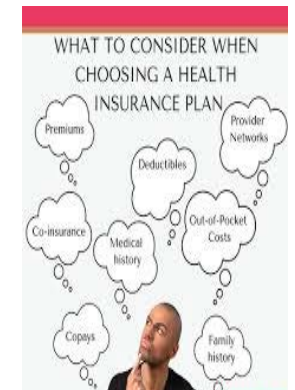
Dispense as Written

- Prescription must be filled with Generics or filled as written by Physician



Which Medical Plan is the Best?

	Plus	Basic	HDHP
Office Visit	\$30 Copay	\$30 Copay	Deductible
Specialist	\$50 Copay	Deductible	Deductible
Individual Deductible	\$800	\$1,500	\$2,800
Family Deductible	\$2,400	\$4,500	\$5,600
Individual Out-of-Pocket Maximum(OOPM)	\$4,000	\$6,000	\$6,550
Family OOPM	\$8,000	\$12,000	13,100
Annual Premiums			
Emp Only	\$2,250.60	\$1,135.68	\$558.24
Emp + Child(ren)	\$4,363.08	\$1,473.72	\$937.20
Emp + Spouse/Domestic Partner	\$5,752.44	\$2,596.32	\$1,418.76
Family	\$8,492.52	\$3,947.76	\$2,212.80
Maximum Liability(Premiums + OOPM)			
Emp Only	\$6,250.60	\$7,135.68	\$7,108.24
Emp + Child(ren)	\$12,363.08	\$13,473.72	\$14,037.20
Emp + Spouse/Domestic Partner	\$13,752.44	\$14,596.32	\$14,518.76
Family	\$16,492.52	\$15,947.76	\$15,312.80



Other Medical Tools Available

Other BCBS Tools

- **“My Health Tool Kit** - review claims online, estimate charges, locate physicians, etc.
- **Telemedicine Benefit (for all BCBS Members)** - \$10 Copay for Plus & Basic/ \$59 Fee for HDHP
- **Health Coach**
- **One-on-One Sessions – Faculty and Staff can meet with BCBS Reps beginning next week.**



Employee Onsite Clinic

- Furman/Prisma Health – located next door to HR.
- Hours: Tuesdays – 8:30 -12:30 & Thursdays – 12:30-4:30
- All faculty, staff and spouses/domestic partners
- Free – Plus, Basic, Non-Covered Members
- \$45 Fee(current) - HDHP members



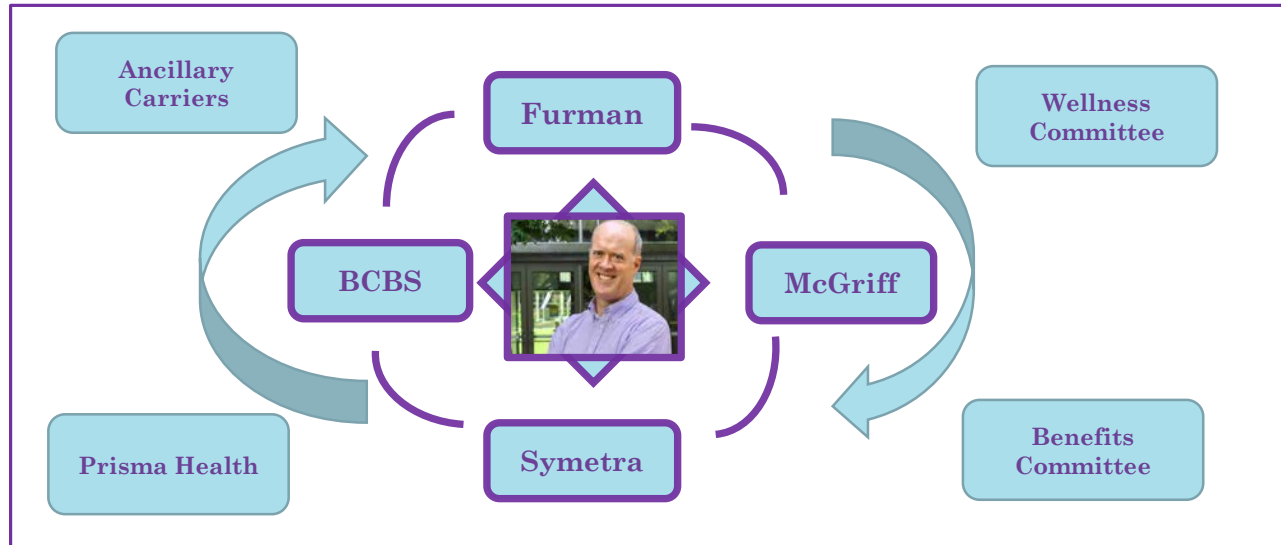
2022 Medical Premium Discounts: requirements must be submitted to Prisma by December 1, 2021.

- 1) Health Risk Assessment(H.R.A)
- 2) Biometric Screenings
- 3) Health Coach Provider(if needed)

Sneak Peak into Furman's Medical Plan

Medical Plan Setup

- Plan Administrator: **BCBS**
- Pharmacy Benefit Manager (PBM): **Optum Rx**
- **Self-Funded** vs. Fully Insured
- Self-Funded provides **some control** over program (examples. Colonoscopies, mammograms, etc.)
- Furman pays the **claim cost/assumes the risk of claims**
- Furman pays for **Stop Loss Coverage** for added protection
- Furman works with a **multiple partners** regarding the medical plan and set-up



Future Education Efforts

- Continued Information Sessions
- BCBS Reps available on campus
- Transparency
- Collaboration between Furman and Vendors
- Strategic use of various tools and resources

Voluntary Hospital Indemnity Plan

- **Added protection against an event that would require hospitalization**
- **\$1,000 cash benefit for hospital admission**
- **\$100 cash daily benefit(max 365 days a calendar year)**
- **Helps to reduce out of pocket cost**
- **Includes an enhanced \$50 wellness benefit**
- **Plan no longer automatic for HDHP members**
- **All current HDHP members need to enroll in the plan if they wish to keep the benefit at their expense**
- **Now available for faculty and staff regardless of their medical plan coverage**

Example: Taylor gets admitted to the hospital for a 10 day stay. Taylor was enrolled in the Basic Plan and elected the voluntary hospital indemnity plan.

Taylor obtains the following benefits:

\$1,000 Cash – Hospital Admission
\$1,000 Cash – Days in the hospital (\$100 per day)
 \$2,000 Total

Tom can use toward his deductible and out of pocket maximum.

2022 Premiums	Bi-weekly	Monthly
Employee Only Premium	\$11.25	\$24.38
Employee + Child(ren)	\$22.22	\$48.15
Employee + Spouse/Domestic Partner	\$15.08	\$32.67
Employee + Family	\$26.05	\$56.44



Voluntary Accident Plan

- Benefit that pays cash in the event of an accident.
- Available for faculty and staff regardless of their medical plan coverage
- Funds can be used to help cover out-of-pocket medical cost associated with the accident (i.e. deductible, coinsurance, etc.)
- Enhancements:
 - Ability to enroll in the Workday system
 - \$50 wellness benefit, covers more items (i.e. dental/vision exams, well-child visits, immunizations, etc.)
 - New covered benefits (i.e. anesthesia, prescriptions, chiropractic services, etc.)
- **Current enrollees will need to make an active election during this open enrollment to maintain coverage**



2022 Premiums	Bi-weekly	Monthly
Employee Only Premium	\$7.16	\$15.52
Employee + Child(ren)	\$12.80	\$27.74
Employee + Spouse/Domestic Partner	\$11.46	\$24.84
Employee + Family	\$17.10	\$37.06



Voluntary Critical Illness Plan

- Benefit that pays cash in the event of certain serious illnesses. (Heart attack, blindness, organ failure, etc)
- Ability to cover spouse/domestic partners at 100% of employee coverage.
- Children automatically enrolled at no additional cost.
- Funds can be used to help cover out-of-pocket medical cost associated with the accident(i.e. deductible, coinsurance, etc.)
- Enhancements:
 - Ability to enroll in the Workday system
 - \$50 wellness benefit, covers more items (i.e. dental/vision exams, well-child visits, immunizations, etc.)
 - New covered benefits (i.e. infectious disease, dementia, Parkinson's, etc.)
 - Covers cancer automatically
 - 3 coverage amounts available: \$10,000, \$20,000, \$30,000
- **Current enrollees will need to make an active election during this open enrollment to maintain coverage**



- Premiums vary based on age and coverage amount elected.

Critical Illness Insurance



Questions



2022 Dental Premiums & Plan Design

Standard Plan	2022 Bi-weekly	2022 Monthly
Employee Only Premium	\$21.04	\$45.58
Employee + Spouse/Domestic Partner	\$28.50	\$61.74
Employee + Child(ren)	\$34.12	\$73.93
Employee + Family	\$43.28	\$93.78
Premium Plan	2022 Bi-Weekly	2022 Monthly
Employee Only Premium	\$25.23	\$54.67
Employee + Spouse/Domestic Partner	\$55.66	\$120.59
Employee + Child(ren)	\$66.72	\$144.55
Employee + Family	\$86.94	\$188.38

2021 Plan Design	Standard	Premium
Annual Benefits Coverage	\$750*	\$1,500*
Deductible	\$50/\$150	\$50/\$150
Diagnostic & Preventative Services*	100%	100%
Basic Services	80%	80%
Major Services	50%	50%
Orthodontia Coverage	NA	\$1,500 (Up to Age 26)

*Diagnostic and Preventative Services are included in calendar year maximum.




2022 Vision Premiums & Plan Design

Low Plan	2022 Bi-weekly	2022 Monthly
Employee Only Premium	\$2.93	\$6.35
Employee + Spouse/Domestic Partner	\$4.70	\$10.18
Employee + Child(ren)	\$4.80	\$10.40
Employee + Family	\$7.74	\$16.77
High Plan	2022 Bi-Weekly	2022 Monthly
Employee Only Premium	\$5.50	\$11.91
Employee + Spouse/Domestic Partner	\$8.79	\$19.05
Employee + Child(ren)	\$8.98	\$19.46
Employee + Family	\$14.40	\$31.21

2022 Plan Design	Low	High
Exam Copay	\$20	\$10
Exams/Lenses - Frequency	Once every 12 months	Once every 12 months
Frames	Once every 24 months	Once every 12 months
2 nd Pair Choice	NA	\$25 Copay
Elective Contacts	Up to \$130	Up to \$200
Medically Necessary Contacts	100%	100%
Retail Frame Allowance	Up to \$130	Up to \$200
Costco/Walmart Allowance	Up to \$70	Up to \$110

MetLife



2022 Health Savings Account (H.S.A.)

- Only HDHP members can contribute Pre-tax dollars to an H.S.A.
- Qualified Healthcare Expenses: Medical, Dental, Vision
- Elections must be made annually
- All funds rollover into new calendar year
- Once enrolled, Debit card available for use
- H.S.A. contributions available once deducted from your paycheck
- Furman Contributions: \$500 Individual/\$1,000 Any dependent tiers
- Accrue Health continues to be the vendor for Health Savings Accounts



2022 Flexible Spending Account (FSA)

- Types: Medical, Limited Purpose, Dependent Care
- Medical, Dental and Vision Expenses
- Elections must be made annually
- Rollover of up to \$550 into new calendar year (Medical/Limited Purpose Only)
- Once enrolled, Flores Debit card available for use
- Medical account elections available on day one
- Dependent care contributions available once deducted from your paycheck
- HDHP members can only contribute to Limited Purpose FSA (Dental & Vision Expenses only)
- COVID-19 Impact on Dependent Care Funds



F.S.A. & H.S.A. COMPARISON

	F.S.A.	H.S.A.
Employee Contributions	Yes	Yes
Employer Contributions	No	Yes
Annual Contribution Limits	\$2,750/Medical & Limited Purpose; \$5,000/Dependent Care	\$3,650* Employee \$7,350* Family
Catch-Up Contributions(55+)	No	\$1,000
Funds Available on Day 1	Yes	No
Rollover	Up to \$550	All
Debit Card	Yes	Yes

* Includes Employee and Employer Contributions

2022 DISABILITY

	SHORT-TERM DISABILITY	LONG-TERM DISABILITY
Waiting Period	7 or 30 DAYS	90 DAYS
Pay Percentage	60% of Gross Salary	60% of Gross Salary
Duration	12 or 8 Weeks	RTW or Approved for SSD

Short Term Disability

- Staff only eligible for Short Term Disability – Voluntary
- Late entrants may enroll in Short Term Disability but will be subject to the completion and approval of a medical questionnaire.

Long Term Disability

- Faculty and Staff automatically enrolled in Long Term Disability



2022 Basic & Supplemental Term Life Insurance

BASIC LIFE & AD&D	Volume	Premium
Employee	1.5 Times Salary or Flat \$50,000	100% Furman Paid
Dependent* *Children and/or Spouse/Domestic Partner	Flat \$10,000 (each covered dependent)	50% Furman Paid
SUPPLEMENTAL LIFE & AD&D*	Volume	Premium
Employee	\$10,000 up to \$500,000	Employee Paid
Dependent Spouse/Domestic Partner	\$5,000 up to \$150,000	Employee Paid
Dependent Child	\$2,500 up to \$10,000	Employee Paid

- Late Entrants will be subject to the approval and completion of a medical questionnaire.



2022 Whole Life Insurance

- Benefit that pays cash in the event of death.
- Builds cash value.
- Benefit remains the same for 2022
- Premiums never increase
- Due to the complexity of the benefits, elections must be made by contacting Unum directly.
- Information provided in the Workday portal during the OE process.



- Premiums vary based on age and coverage amount elected.



2022 Legal & Identify Theft Benefit

Legal Benefit

- Access to legal counsel for a broad range of legal matters:
Family & Personal, Vehicle and Driving, Home & Real Estate, Wills, Estate and Future Planning, etc.
- Telephone and Office Consultations Available
- Coverage available for spouses and dependents

Identity Theft Benefit

- Coverage for credit monitoring
- Provides credit reports
- Access to Fraud Investigator



Premiums

\$24 Monthly (covers spouses/domestic partners and dependent children)

2022 Employee Assistance Program (EAP)

- All FT benefits eligible faculty and staff have access to EAP
- Spouse/domestic partner, dependent children, parents and parent-in-laws have access to this benefit
- 6 free counseling visits
- Services are free & confidential
- Includes access to counseling services, referrals and resources for work-life needs
- In-person, telephonic and video counseling available
- Work/Life services available
- Support for supervisors



HealthAdvocateSM

866.799.2485

Don't Forget about Other Benefits!!!

- Staff AC - Purple Envelopes, various engagement efforts (socks, cookies, hand sanitizer, etc.)
- Wellness Program – Group Exercise, Wellness Release Time, Massages, etc.
- Physical Activities Center(PAC)
- Various Discounts - Dining Hall, Bookstore, etc.
- Athletic Tickets
- Time Off – Holidays, Vacation, Sick Time, **New Paid Leave**
- Retirement
- Education Benefits
- Library Membership
- Other Intangible Benefits



Workday Open Enrollment Layout



- New Look!!!! Each Benefit associated with a tile/box.
- Important to visit each tile if you want to make changes or review benefit
- Elections must be made annually for ALL Flexible Spending Accounts (FSA)
- Elections must be made annually for the Health Savings Account (HSA)
- Accident, Critical Illness & Hospital Indemnity – active elections must be made
- Whole Life remains the same



OE Computer Assistance

Dates: November 10th, 12th, 17th, 19th

Times: 10am – 2pm

Locations: Library Room 042



Workday Open Enrollment Layout



Stop in: 1:51

Insurance and Retirement

Plan Name	Provider	Cost (Monthly)	Coverage	Action
Basic Group Life	Liberty Mutual (Employee)	Included	\$75,000	Manage
Voluntary Supplemental Life	Liberty Mutual (Employee)	\$59.50	\$350,000	Manage
Spouse Life	Waived			Enroll
Short Term Disability	Liberty Mutual (Employee)	Included	75% of Salary	Manage
Long Term Disability	Liberty Mutual Enhanced (Employee)	Included	60% of Salary	Manage
Voluntary AD&D	Waived			Enroll

Additional Benefits

Benefit Name	Provider	Action
Employee Assistance Program	Liberty Mutual Multi-Party Services	Review and Enroll
Legal Assistance	Workday	Save for Later

Questions

