



# Benefits Briefing

## Mark Your Calendar!

## Open Enrollment: November 28 – December 9, 2022

Smith College's Open Enrollment period is coming soon, and it's time to think about your benefits for 2023! Open Enrollment is your once-a-year opportunity to review your benefits and make changes to your coverage. (Note: You can also make changes if you experience a qualified life event during the year.)

We know how important benefits are to you and your family, and we've worked hard to listen to your feedback and offer a competitive, comprehensive suite of benefit programs that support your physical, financial, social, and emotional wellbeing—no matter which stage of life you are in.

Read on to learn more about what's new for 2023!

### What's Changing for 2023?

- **Enhanced medical coverage:**

- ◆ All medical plans will now have a travel benefit to ensure continued access to reproductive healthcare.
- ◆ Each medical plan option will also now have hearing aid coverage for all ages.
- ◆ If you're enrolled in the High Deductible Health Plan with Health Savings Account (HDHP w/ HSA), we've updated the plan so both in-network and out-of-network costs apply toward the deductible.

- **Improved access to the Smith College 403(b) Retirement Plan contributions:** We've lowered the eligible age for employees to receive contributions from the College from age 26 to age 21 (upon completing one year of eligibility service).

### Take Action for 2023!

During Open Enrollment, you *must* actively elect or re-enroll in your contributions to your Flexible Spending Accounts (FSAs) if you'd like to continue contributing in 2023.

If you do not make changes during the enrollment period, the rest of your current 2022 benefits will roll over for 2023.

### Later Open Enrollment Period

We've made the enrollment period later this year to give you more time to learn about our 2023 benefits. We hope this extra time gives you the chance to review our benefits materials to help you better understand how our plans work and ensure you've chosen the plan that's right for you.

- **Increased dental and vision coverage:** If you elect the dental High Plan, your lifetime maximum for orthodontia coverage will increase from \$1,500 to \$2,000.

If you elect our vision plan, you'll now have coverage for new eyeglasses or contact lenses annually.

# Benefits Briefing

## *A note on premiums*

This year, you'll see an increase in our collective medical coverage premiums. After several years of successfully holding rates flat, our claims have risen to the point we must adjust premiums. However, to limit the effect of this increase on our community, Smith College will increase the portion of medical premiums the college pays in 2023, so the premium increase for employees will be only half of what it would otherwise be.

## What's Not Changing for 2023?

- ◆ You'll still be able to choose from five (5) medical and prescription drug plan options for 2023:
  - High Deductible Health Plan with Health Savings Account (HDHP w/ HSA)
  - Value Health Maintenance Organization (Value HMO) Plan
  - Health Maintenance Organization (HMO) Plan
  - Point of Service (POS) Plan
  - Preferred Provider Organization (PPO) Plan
- ◆ You'll continue to have access to the many programs and resources available to support your wellbeing, including:

### HEALTH & WELFARE

Medical & Prescription Drug Plan	Dental Plan	Vision Plan
Health Savings Account (with the HDHP)	Healthcare Flexible Spending Account	Healthcare Subsidy

### FINANCIAL WELLBEING

Retirement Plan	Tuition Assistance Programs	Life and AD&D Insurance
Long-Term Disability Insurance	Pet Insurance	Dependent Care Flexible Spending Account
Identity Theft Protection		

### SOCIAL & EMOTIONAL WELLBEING

Employee Assistance Program	Care.com	Paid Time Off
Calm App	On Our Way to Wellness Program	Leaves of Absence

For more information about any of these benefits, please visit the [Smith College benefits page](#).

## Choosing the Best Plan for You

While we're proud to offer several competitive medical plan options to our community, we also know it can be difficult to choose which plan is best for your situation. The College provides several tools and resources to help you evaluate your options:

- ◆ New this year, we've created a *Guide to Selecting a Medical Plan* to help you think through what to consider as you select your coverage for 2023.
- ◆ Don't forget about the *Health Plan Cost Comparison Tool*, which helps you estimate your out-of-pocket costs for each plan option.
- ◆ Attend an upcoming Virtual Open Enrollment Kick Off to hear more about our benefits and understand everything available to you:
  - Friday, Nov. 18 from 9-10 am ET; [Click here](#) to attend.
  - Monday, Nov. 28 from 4:30-5:30 pm ET; [Click here](#) to attend.
  - Thursday, Dec. 1 from 12-1 pm ET; [Click here](#) to attend.

Visit our [Smith College benefits page](#) and review the Open Enrollment section for the latest information, as well as to access the *Guide to Selecting a Medical Plan*, *Health Plan Cost Comparison Tool*, *Summary Plan Description (SPD)*, and other resources to help you make decisions.

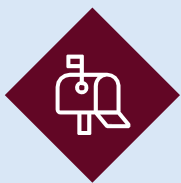
## REMEMBER:



There's no such thing as the "best" plan; each plan includes features that make it "best" for different personal situations. While it may feel easy to simply roll over the same coverage next year, that may not be best for you.

Consider what may be coming for you in 2023:

- ◆ Has your health changed in the past year?
- ◆ Do you anticipate needing to cover more or fewer dependents?
- ◆ Do you expect a major medical event, such as a surgery?
- ◆ Do you need out-of-network or out-of-area coverage?
- ◆ Do you want to see a specialist who is out-of-network or doesn't take insurance?



## WATCH YOUR MAILBOX!

All Smith College faculty and staff who are enrolled in a medical plan for 2023 will receive new ID cards from both BCBS (for medical coverage) and OptumRx (for prescription drug coverage). **Because of the later Open Enrollment period, cards may arrive after January 1, 2023.**

- ◆ If you are staying in the *same medical plan* in 2023 as you had in 2022, your existing cards can continue to be used in the new year.
- ◆ If you are *changing medical plans or electing Smith medical coverage for the first time in 2023*, we'll email you prior to January 1st with additional information on accessing your member number while your card is being created and mailed. You may also call BCBS at 800-782-3675 and/or OptumRx at 888-374-8127.

## Don't Forget About Other Programs and Resources Available with a Blue Cross Blue Shield Plan!

If you're enrolled in a Smith College medical plan, your benefits go beyond covering visits to the doctor, prescriptions, and medical procedures. Don't forget about the additional tools available through BCBS to help you and your covered dependents stay well, including:

- ◆ **Fitness and Weight-Loss Reimbursements:** Get rewarded for keeping healthy habits! Receive a **\$150 reimbursement annually** when you participate in a qualified fitness program or purchase qualified home fitness equipment (i.e., stationary bike, weights, treadmill, etc.). Additionally, participate in a qualified weight-loss program and receive an additional **\$150 reimbursement annually**. That's **\$300 total!**
- ◆ **Mind & Body Benefit:** Receive a reimbursement of up to **\$100 annually** when you visit a network provider and participate in qualified alternative medicine programs to help your mind and body. Examples of qualifying programs include massage therapy, acupuncture, hypnosis, meditation therapy, and tai chi.
- ◆ **OptumRx Diabetes Program:** As part of your OptumRx prescription drug coverage, diabetic employees or covered dependents can receive support managing their diabetes, including free glucose monitoring meters, unlimited test strips, and one-on-one counseling.

## Take Advantage of Our Confidential Employee Assistance Program (EAP) with ComPsych!

If you or a member of your household is struggling with your wellbeing—be it a physical, emotional, or financial issue—and don't know where to turn, the EAP is here to help. **You do not need to be enrolled in a Smith College medical plan to take advantage of the EAP, and it's confidential and available at no cost to you.** Support services include, but are not limited to:

- ◆ Behavioral, mental health, and financial counseling
- ◆ Child- and elder-care resources
- ◆ Career assessment and work-life balance resources
- ◆ Legal assistance
- ◆ Nutrition consultations

Counselors are available to assist you 24/7! Call ComPsych at 855-784-2056 or visit [guidanceresources.com](https://guidanceresources.com).

If it's your first time visiting the website, enter your WebID, which is SmithEAP.



## Go Green and Receive Your 1095-C Form Electronically

Because of the Affordable Care Act, Smith College is required to provide all employees with Form 1095-C each year, which provides proof that health coverage was offered to you, for tax purposes.

Help our environment by choosing to receive this form electronically in Workday. It's quick and easy; Workday instructions are [located here](#).

## Get Ready for Open Enrollment!

### LEARN

- ◆ Visit our [Smith College benefits page](#) and review the Open Enrollment section for the latest information about our 2023 benefits and several resources available to help you, including our new *Guide to Selecting a Medical Plan*, *Cost Comparison Tool*, and *Benefits Guide*.
- ◆ **Attend an upcoming Virtual Open Enrollment Kick Off:**
  - Friday, Nov. 18, 9-10 am ET
  - Monday, Nov. 28, 4:30-5:30 pm ET
  - Thursday, Dec. 1, 12-1 pm ET

### PREPARE

- ◆ **Make time to review your current benefits** and consider your and your family's needs for next year. Will they be different?
- ◆ **Use the *Health Plan Cost Comparison Tool* and *Guide to Selecting a Medical Plan*** to estimate your total expenses under each health plan. When choosing coverage, you should consider total potential costs—both what you pay up front out of your paycheck (your share of medical premiums) and what you pay if and when you receive care (your out-of-pocket costs).
- ◆ **Compare your Smith College plan options** with your spouse's coverage (if available) to decide which plan is best for your needs and budget.
- ◆ **Collect your dependents' information** (i.e., birth date, Social Security number, primary care physician) if you plan to add dependents to any plan.

### ENROLL

- ◆ **Complete the Open Enrollment task** in your Workday Inbox beginning November 28. Check out our [Open Enrollment job aid](#) to learn more. Remember, if you do not submit the Open Enrollment task by 4 pm ET on Friday, Dec. 9, your current 2022 benefit elections (excluding FSA elections) will carry over to 2023.
- ◆ **Watch your mailbox for new ID cards** for medical coverage through BCBS and for prescription drug coverage through OptumRx. Don't forget to show your new ID cards to your provider and pharmacy. You may continue using your current ID cards until your new ones arrive. If you're changing coverage or new to our medical plan this year, after Jan. 1, call BCBS at 800-782-3675 and/or OptumRx at 888-374-8127.

*The benefits summarized here are not conditions of employment. Smith College, in its sole discretion, reserves the right to amend, modify, or terminate any plan or provision at any time. Smith College has the sole and absolute authority to interpret the terms of these plans, determine benefit eligibility, and resolve any and all ambiguities or inconsistencies in the plans.*