

To: All Faculty and Staff
 From: Sheraine Gilliam, Vice President and Chief Human Resources Officer
 Date: October 31, 2022
 Subject: 2023 Health Plan Renewal Information and Open Enrollment (Nov.14 -28)

It is that time of year again to review your Stevens Benefits and be prepared to make your elections for the 2023 benefits plan year when the open enrollment period begins November 14, 2022.

Open enrollment is your annual opportunity to review current benefits elections, assess changes to offerings, and determine which options best meet your needs for the 2023 benefits plan year (January 1, 2023 – December 31, 2023). Once the enrollment period is closed, you will not be able to make changes unless you have a qualifying life event, including but not limited to the birth of a child or marriage.

I. Medical and prescription Renewal Update

In 2022, our medical plans experienced a significant increase in usage and related costs of medical claims. The usage increase is a result of procedures that were delayed due to COVID-19 and an increase in mental health services. Our high claims experience and future claim trends resulted in a higher-than-average renewal price increase of 28.6% from Cigna. Working with the Stevens Benefits Advisory Committee and Administrative Council, we evaluated several options to minimize the impact of this increase on both our employees and the university while maintaining the high level of benefit coverage valued by our employees and their family members.

As a result, we have implemented modest plan design changes to both the Core and Plus plans to help lower the renewal increase. The changes are only to the out-of-network benefits:

Plan	Benefit Type	Current Benefits	Change effective January 1, 2023
Core Plan <i>(Change to out-of-network benefits only)</i>	Out-of-network Deductible	\$1,000/\$2,000	\$1,500/\$3,000
	Out-of-network Usual and Customary Reimbursement	180% of Medicare	150% of Medicare
Plus Plan <i>(Change to out-of-network benefits only)</i>	Out-of-network Deductible	\$500/\$1,000	\$1,000/\$2,000
	Out-of-network Usual and Customary Reimbursement	180% of Medicare	150% of Medicare

These limited plan design changes have allowed Stevens to reduce the plan cost increase from 28.6% to 14.3%. While no increase is desirable, health insurance benefit increases are a national trend affecting higher education and the corporate and public sectors. This increase will be equally shared between the university and employees. Stevens will incur a 14.3% increase in costs, and employees will have a 14.3% increase in premiums.

II. What's Staying the Same for 2023

There are no changes to the carrier, plan design, or premiums for the VSP vision plan.

III. What's Changing for 2023

- **NEW Cigna Voluntary Benefits: Hospital Indemnity and Accident**

Stevens will now offer supplemental insurance plans from Cigna. These plans provide financial protection against expenses associated with accidents and hospitalization. These plans are 100% employee paid and are post-tax.

- **Enhanced benefits for the Aetna PPO Dental Plan**

There are several enhancements to the Aetna PPO dental plan for 2023. The annual calendar year maximum benefit will increase to \$1,750 from \$1,500. The PPO dental plan will also include child and adult orthodontic coverage. Employee premiums for the PPO plan will increase by 6.8%. There are no changes to the plan design or employee premiums for the Aetna DMO dental plan.

- **Change in Flexible Spending Accounts and Commuter Transit Benefits Administrator to Benefits Resource Inc. (BRI)**

Benefit Resource Inc. (BRI) will be the new administrator for our healthcare, limited healthcare, and dependent care flexible spending accounts. Employees enrolled in these benefits will receive new FSA debit cards for the 2023 plan year. Employees can rollover up to \$570 into the 2023 plan year for the healthcare and limited healthcare spending accounts. These rollover balances will carry forward to BRI.

Employees can submit qualifying 2022 expenses for their healthcare, limited healthcare, and dependent care accounts to our current administrator Flexible Benefits Administrators (FBA) by April 30, 2023.

- **Change in the salary-band structure for employee medical plan premiums**

Recognizing the existing salary bands that determine the employee contributions for the medical and Rx plans have not been reviewed in several years, Stevens evaluated the structure and made changes to provide more consistency between range values and add salary bands above \$120,000.

- **Change in Benefit Deductions for Faculty and Staff Moving to Semi-Monthly Payroll Schedule**

Staff and faculty currently paid on a salaried basis over 12 months will be paid semi-monthly over 24 pay periods. Faculty who are currently paid on a salaried basis over 9 months will be paid semi-monthly over 18 pay periods. Staff currently paid on a salaried basis bi-weekly will be paid semi-monthly over 24 pay periods.

Employee premiums will be deducted over 24 pay periods or 18 pay periods. Staff paid over 24 pay periods will also have 24 benefit deductions. Faculty, whether paid over 24 pay periods or 18 pay periods, will have benefits deducted over 18 pay periods, January through May, and September through December, consistent with current practices.

Employees currently paid hourly will continue to receive their pay bi-weekly over 26 pay periods and employee premiums will be deducted over 26 pay periods.

The new payroll and benefit deduction schedules will be effective January 1, 2023.

IV. Open Enrollment

Open enrollment will begin Monday, November 14, 2022, and ends Monday, November 28, 2022. Employees will complete their open enrollment elections through the Workday HCM system. Please note that employees may only make changes to their current benefits during this period unless there is a qualifying life event (e.g., marriage, divorce, birth, adoption, etc.). Employees who do not complete their open enrollment election will see their current elections continued in the new benefit plan year *with the exception of the following benefits that **require** you to re-elect for the 2023 plan year or it will be reset to zero:*

- *Health Care Flexible Spending Account*
- *Dependent Care Flexible Spending Account*
- *Limited Health Care Flexible Spending Account*

Kindly refer to the links below to view the 2023 benefit premiums and plan offerings.

V. 2023 Open Enrollment Education Materials

- **2023 Annual Notices:**
https://www.stevens.edu/sites/stevens_edu/files/files/HR/2021%20Annual%20Notices.pdf
- **2023 Employee Premiums:**
https://www.stevens.edu/sites/stevens_edu/files/files/HR/10.21.22%20UPDATED%202023%20Employee%20Premiums%20PRELIMINARY%2010.17.22%20FINAL%2010.20.22.pdf
- **2023 Stevens Benefits Guide:**
[https://www.stevens.edu/sites/stevens_edu/files/hr/SIT_BenefitsGuide_2023_v8_102022%20\(002\).pdf](https://www.stevens.edu/sites/stevens_edu/files/hr/SIT_BenefitsGuide_2023_v8_102022%20(002).pdf)

Please e-mail benefits@stevens.edu with your benefit questions.