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ST. OLAF
COLLEGE

WELCOME!

Introductions

St. Olaf, Human Resources
Leslie Moore, Vice President, Human Resources
Travis Grant, Associate Director of Benefits and Compensation

USI
Tina Shinn, Sr. Account Executive

Coupe Health
Ella Lindberg, National Strategic Consultant

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2023-24 BENEFITS ADVISORY COMMITTEE MEMBERS

- Roz Eaton – Dean of Students (Chair)
- Christopher Atzinger – Faculty in Music
- Mary Beth Kuehn – Faculty in Nursing
- Melissa Mendez – Faculty in Social Work and Family Studies
- David Walmsley – Faculty in Mathematics, Statistics and Computer Science
- Angie Matthews – Finance
- Gladys Cortes – Admissions
- Mary Barbosa-Jerez – Library
- Mandy Paul – Facilities
- Steve Romenesko – TRiO Student Support Services for Students with Disabilities
- Nou Yang – TRiO Upward Bound
- Jennifer Whitson – President's Office
- Jan Hanson – Finance (ex-officio)
- Leslie Moore – Human Resources (ex-officio)
- Travis Grant – Human Resources (ex-officio)
- Jessica Smisek – Human Resources (ex-officio)

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TODAY'S AGENDA



Change Renewal Date

- January 1 renewal date better aligns with other employer plans allowing employees to more easily compare plans with their spouse
- Two Open Enrollment periods in 2023
 - Allowed to make changes in elections during both periods

Benefits

- Medical, including two new plans
- Health Savings Account (HSA)
- Flexible Spending Accounts (FSA)
- Dental
- Vision
- Basic Life, Voluntary Life & Long Term Disability Plans
- Other Benefits
- Open Enrollment reminders

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2023-24 HEALTH INSURANCE RENEWAL

Renewal Process

- St. Olaf went out to market for the medical plan
- The marketing effort helped us negotiate better contract terms with Blue Cross
 - Allowed us to keep employee premiums the same as current and maintain premiums through Dec. 31, 2024
 - Offered a competitive 16-month contract in order to move to a January 1 renewal date
 - Sept. 1, 2023, through Dec. 31, 2024
 - Benefit changes to both plans
- **NEW!** Coupe Copay Plan and Coupe HDHP/HSA



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MEDICAL PLAN

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BENEFIT CHANGES AS OF SEPT. 1, 2023

Core Plan and HDHP/HSA

- No change in employee premiums effective Sept. 1, 2023 - Dec. 31, 2024
- Deductibles and Out-of-Pocket Maximums increased to account for the 16-month contract
- Certain lifestyle medications for weight loss, cosmetics (acne) and sexual dysfunction will now be covered
 - Some of these medications will require prior authorization
- Blue Care Advisor is replacing the current Member Portal and Sharecare
 - Blue Care Advisor allows you to set health goals, receive health goal reminders, complete a health assessment, and of course find a doctor, view claims as well as view or print your ID card
- St. Olaf will no longer offer Learn to Live

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HEALTH PLAN DEFINITIONS

Applies to all health plans

Copay

Flat dollar amount you are responsible for at the time of service. The plan pays 100% after the copay.

Deductible

Amount member is responsible for before the plan pays for certain services.

Embedded Deductible

A health plan with an embedded deductible means no single individual within a family plan will have to pay a deductible higher than the single deductible amount. All St. Olaf plans have an embedded deductible.

Coinsurance

Percentage of payment shared between the member and the plan for certain services after the deductible has been met.

Out-of-Pocket Maximum

Total payments for deductible, coinsurance and copays per plan year. Once reached, the plan will pay 100% for in-network expenses for the rest of the plan year.

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CORE PLAN: 9/1/23 - 12/31/24

In-Network Benefits

In-Network	Tier 1	Tier 2
Deductible Single/Family	\$1,700/\$3,400	\$2,400/\$4,800
Coinsurance	25%	45%
Out-of-Pocket Maximum Single/Family	\$5,400/\$10,800	\$6,700/\$13,400
Preventive Care	You pay \$0	You pay \$0
Office Visits	You pay 25% after deductible	You pay 45% after deductible
Convenience Care Urgent Care, Emergency	You pay 25% after deductible	You pay 45% after deductible
Outpatient/Inpatient Hospital Care	You pay 25% after deductible	You pay 45% after deductible
Prescription Drugs	Gen Rx You pay \$10/\$50/\$100 You pay 20% to a maximum of \$200/script (Preferred) You pay 40% up to Out-of-Pocket Maximum (Non-Preferred)	
<ul style="list-style-type: none"> Generic/Brand/Non-Formulary Specialty Drugs 		

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HDHP/HSA: 9/1/23 – 12/31/24

In-Network Benefits

In-Network	Tier 1	Tier 2
Deductible Single/Family	\$4,000/\$8,000	\$4,300/\$8,600
Coinsurance	20%	40%
Out-of-Pocket Maximum Single/Family	\$5,400/\$10,800	\$6,700/\$13,400
Preventive Care	You pay \$0	You pay \$0
Office Visits	You pay 20% after deductible	You pay 40% after deductible
Convenience Care Urgent Care, Emergency	You pay 20% after deductible	You pay 40% after deductible
Outpatient/Inpatient Hospital Care	You pay 20% after deductible	You pay 40% after deductible
Prescription Drugs	Gen Rx You pay \$0 You pay 20% after deductible You pay 20% after deductible	
<ul style="list-style-type: none"> Preventive Drugs Generic/Brand/Non-Formulary Specialty Drugs 		

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IMPORTANT REMINDER!

Preventive Rx (applies to HDHP/HSA plan only)

- Specific preventive prescription drugs paid at 100%
- Includes preferred generic and brand name drugs
- Treat conditions such as:
 - Antidepressants
 - High blood pressure
 - High cholesterol
 - Diabetes
 - Asthma
 - Contraceptives
 - Breast cancer prevention
 - And more!



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HEALTH INSURANCE PREMIUMS: 9/1/23-12/31/24

Core Plan Premiums

>0.75 FTE, Employee Monthly Contribution

	Current	Effective 9/1/23-12/31/24
Employee	\$208.00	\$208.00
Employee +1	\$535.00	\$535.00
Family	\$798.00	\$798.00

0.50 to 0.749 FTE, Employee Monthly Contribution

	Current	Effective 9/1/23-12/31/24
Employee	\$322.00	\$322.00
Employee +1	\$738.00	\$738.00
Family	\$1,104.00	\$1,104.00

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HEALTH INSURANCE PREMIUMS: 9/1/23–12/31/24

HDHP/HSA Premiums

>0.75, Employee Monthly Contribution

	Current	Effective 9/1/23-12/31/24
Employee	\$154.00	\$154.00
Employee +1	\$407.00	\$407.00
Family	\$610.00	\$610.00

0.50 to 0.749 FTE, Employee Monthly Contribution

	Current	Effective 9/1/23-12/31/24
Employee	\$154.00	\$154.00
Employee +1	\$632.00	\$632.00
Family	\$930.00	\$930.00

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WHAT IS A HEALTH SAVINGS ACCOUNT (HSA)?

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WHAT IS A HSA?

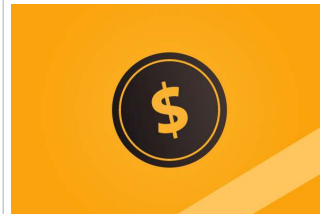
Administered by Further/Healthy Equity

A health savings account (HSA) is an account that you can use to pay medical expenses.

- Must be in conjunction with a high-deductible health plan (HDHP)
- Tax-advantages: contribute pre-tax money, funds accrue tax-free and withdraw funds tax-free (if used for eligible medical expenses)
- You own the account even if you separate service or retire

You are **not** eligible for a HSA if you're:

- Not covered by a HDHP
- Enrolled in Medicare A, B or D
- Covered under other health insurance (including a spouse's full flex plan)
- Another person's dependent for tax purposes



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HSA CONTRIBUTIONS

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ST. OLAF HSA CONTRIBUTION

St. Olaf will continue to contribute to the HSA for those enrolled in the HDHP.

St. Olaf will contribute 1/3 of the annual employer HSA contribution in a lump sum due to the short plan year (Sept. 1, 2023, through Dec. 31, 2023).

Tier of coverage	HSA Contribution effective 9/1/23	Annual
Employee	\$400	\$1,200
Employee +1	\$600	\$1,800
Family	\$800	\$2,400

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HSA CONTRIBUTION LIMITS

Each year, the IRS sets contribution limits. The 2023 limits are:

	2023 IRS Max Contribution (Employer + Employee combined)
Employee only	\$3,850
Employee +1	\$7,750
Family	\$7,750

Age 55+ = Additional \$1,000 catch-up contribution

- You elect how much to contribute and can change election monthly
- Elections roll over from one year to the next
- **Don't forget!** Investment options available if you have a balance of \$1,000+

It is your job to make sure the employer + employee contributions do not exceed the IRS limits!

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ST. OLAF HSA CONTRIBUTION

Jan. 1, 2024, St. Olaf will contribute to the HSA contribution on a *per pay period* basis.

Tier of coverage	Monthly	Bi-Weekly	Annual
Employee	\$100.00	\$46.15	\$1,200
Employee +1	\$150.00	\$69.23	\$1,800
Family	\$200.00	\$92.31	\$2,400

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HSA CONTRIBUTION LIMITS

Each year, the IRS sets contribution limits. The 2024 limits are:

	2024 IRS Max Contribution (Employer + Employee Combined)
Employee only	\$4,150
Employee +1	\$8,300
Family	\$8,300

Age 55+ = Additional \$1,000 catch-up contribution

- You elect how much to contribute and can change election monthly
- Elections roll over from one year to the next
- **Don't forget!** Investment options available if you have a balance of \$1,000+

It is your job to make sure the employer + employee contributions do not exceed the IRS limits!

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HSA DISTRIBUTION RULES

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HSA DISTRIBUTION RULES

Distributions from your HSA are tax-free if they are taken for "qualified medical expenses."

Qualified medical expenses include:

- Medical care subject to your deductible / coinsurance & prescriptions
- Over-the-counter drugs
- Menstrual hygiene products
- Dental & vision services
- Select insurance premiums (COBRA, long term care, Medicare, etc.)

Non-qualified expenses include cosmetic surgery, teeth whitening, personal use items, etc.

- If you use HSA funds for non-eligible expenses, you will be subject to income tax on the distribution and an additional 20% penalty.
- If age 65+, will not incur the penalty but will pay taxes.

HSA distributions can be taken for qualified medical expenses for the following people:

- The account holder (person covered by the HDHP)
- Spouse of that individual (even if not covered by the HDHP)
- Tax dependent children of that individual (even if not covered by the HDHP)

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YOUR FURTHER/HEALTH EQUITY ACCOUNT

HSA Administrator

Debit Card

- You will automatically receive a debit card from Further/Health Equity.
 - Once activated, your HSA debit card can be used for eligible expenses up to your available HSA balance.
 - Existing debit cards will still apply if you switch from Core to HDHP
- You can view account balances online, use our online planning tools, and view your past card transactions at www.hellofurther.com.
- Questions about your account call: **1-800-859-2144**

Beneficiary

- It is important to assign a beneficiary who will receive your account at the time of your death.
- Failure to name a beneficiary means:
 - The assets in your account will be distributed to your estate, and
 - Included on your final tax return

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FLEXIBLE SPENDING ACCOUNTS

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FLEXIBLE SPENDING ACCOUNTS (FSA)

EFFECTIVE 9/1/23 THROUGH 12/31/23 (SHORT PLAN YEAR)

General Purpose (Full) FSA

- Available to those enrolled in the Core Plan or Coupe Core Plan
- Deduct money pre-tax to pay for eligible medical expenses not covered by the medical plan such as deductible, coinsurance, prescription drug copays, dental and vision expenses
- Over-the-counter drugs
- Menstrual hygiene

Limited Purpose FSA

- Available to those enrolled in the HDHP/HSA or Coupe HDHP/HSA
- Deduct money pre-tax to pay for eligible dental and vision expenses **only** until the IRS minimum deductible is met, then can also be used for medical expenses from that date forward.

Both FSA's

- Plan year is 9/1/23 through 12/31/23
- **\$1,016.66** maximum contribution
- Can rollover up to **\$610** from 2023 into 2024; use it or lose it for anything over \$610
- You must elect to participate in the plan

For the plan year ending 8/31/23, you can rollover up to \$570 into the short plan year starting 9/1/23

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FLEXIBLE SPENDING ACCOUNTS (FSA)

Dependent Care FSA

- Available to any eligible employee with an FTE of .50 or more regardless of health plan election
- Deduct money pre-tax to pay for dependent care expenses
- **Employees will need to review their elections to ensure they do not exceed the IRS limit of \$5,000 maximum contribution per calendar year**
- Plan year runs 9/1/23 through 12/31/23
 - Elections will be taken from payroll for the period 9/1/23 through 12/31/23
 - Eligible services are for the same period
- Use it or lose it
- You must elect to participate in the plan.



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FLEXIBLE SPENDING ACCOUNTS (FSA)

EFFECTIVE 1/1/24 THROUGH 12/31/24

General Purpose and Limited Purpose FSA

- Maximum contribution will be \$3,050
- Can roll over up to \$610 from 2024 into 2025

Dependent Care FSA

- Maximum calendar year contribution will be \$5,000

You will have an opportunity to make new FSA elections for Jan. 1, 2024, during the Open Enrollment in Fall 2023.

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DENTAL PLAN

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DENTAL PLAN

Delta Dental Plan of MN

No change in employee premiums

0.75 – 1.0 FTE, Employee Monthly Contribution

	Current	Effective 9/1/23-12/31/24
Employee	\$19.00	\$19.00
Employee + 1	\$40.00	\$40.00
Family	\$60.00	\$60.00

0.50 – .749 FTE, Employee Monthly Contribution

	Current	Effective 9/1/23-12/31/24
Employee	\$22.00	\$22.00
Employee + 1	\$45.00	\$45.00
Family	\$73.00	\$73.00

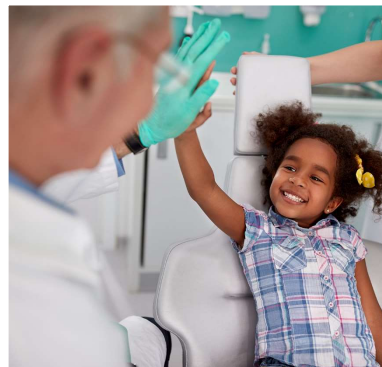
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DENTAL INSURANCE

Dental Coverage

- Deductible(s) must be satisfied first (doesn't apply to preventive/diagnostic/orthodontic)
 - \$25 per person
 - \$75 per family
- 100% Coverage for Preventive Services
- 80% Coverage for Basic Services: fillings, oral surgery, root canal therapy and gum disease treatment
- 50% Coverage for Major Services: crowns, bridges, dentures, and teeth implants
- \$2,000 lifetime benefit maximum for Orthodontic Services
- \$1,000 annual benefit maximum per person (9/1/23 through 12/31/23)



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DENTAL

Delta Dental Plan of MN

Effective 9/1/23

- Deductibles \$25 per person/\$75 per family will reset
- Annual Maximum per person will reset

Effective 1/1/24

- Delta Dental will activate a deductible carry forward provision
 - Anyone who has satisfied their deductible as of Dec. 31, 2023, will maintain this credit through Dec. 31, 2024
- Annual Maximum per person will reset
- Annual cleanings and x-rays will run on a calendar year basis

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VOLUNTARY VISION INSURANCE

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VISION PREMIUMS

VSP

No change in employee premiums

0.50 – 1.0 FTE, Employee Monthly Contribution

	Current	Effective 9/1/23 -12/31/24
Employee	\$7.54	\$7.54
Employee +1	\$10.94	\$10.94
Family	\$19.61	\$19.61

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VISION BENEFIT SUMMARY

VSP

Benefit	In-Network Benefit VSP Choice Network	Frequency
Eye Exam	\$10 copay	Every 12 months
Prescription Glasses Frames	\$25 copay • \$150 allowance • \$170 allowance for featured frames • 20% savings over allowance	Every 24 months
Lenses	Single, bifocal, lined trifocal	Every 12 months
Lens enhancements	• \$0, Standard Progressive • \$95-\$105, Premium Progressive • \$150-\$175, Custom Progressive	Every 12 months
Contacts (instead of glasses)	\$130 allowance; copay does not apply	Every 12 months

- ✓ 20% savings on additional glasses and sunglasses
- ✓ No more than a \$39 screening as an enhancement to a Eye Exam
- ✓ Laser Vision Correction: 15% discount on regular price or 5% discount on promotional price

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VISION

VSP

Effective 9/1/23

- Exam and lens frequency remains unchanged at once every 12 months
- Frame frequency remains unchanged at once every 24 months

Effective 1/1/24

- Exam and lens frequency will change to once per calendar year
- Frame frequency will change to once every other calendar year
 - These will be the frequency limits going forward as are less confusing than limits once every 12 or 24 months

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LIFE/AD&D AND LONG TERM DISABILITY

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LIFE & LTD

NO CHANGES

Life

Employer Paid Life/AD&D

- Benefit will remain unchanged - 2x annual earnings up to \$600,000 or limit it to \$50,000

Long Term Disability

- St. Olaf college pays the premium on your behalf
- Elect YES if you want to pay the small tax on the premiums, allowing any benefit to be paid tax-free
- Elect NO if you do not want to pay the tax on the premiums, allowing any benefit to be taxed.
- You can make this change only during open enrollment

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VOLUNTARY LIFE/AD&D

Voluntary Life/AD&D

Changes

- Spouse coverage
 - May elect up to **100%** of the employee's voluntary life amount up to a maximum of \$200,000
- Removal of the reduction in the benefit for children up to 6 months; the entire benefit will be paid regardless of age

Voluntary Life/AD&D

One-time Open Enrollment for 9/1/23 only!

- Employee Coverage:
 - Can elect up to a maximum of \$200,000 with no health questions, even if previously declined; any amount over \$200,000 would require health questions
- Spouse Coverage:
 - Can elect up to a maximum of \$50,000 with no health questions, even if previously declined; any amount over \$50,000 would require health questions
- Child(ren) Coverage:
 - Can elect up to \$10,000 with no health questions.

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OTHER IMPORTANT BENEFITS

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EMPLOYEE ASSISTANCE PROGRAM (EAP)

Support

- EAP can assist with:
 - Relationship/Family concerns
 - Legal or Financial concerns
 - Work-Life balance
 - Elder Care
 - Child Care
- Calls are answered by Master's or PhD-level counselors
- Three in person or telephonic sessions per issue, per person, per year at no cost to you!
- Completely confidential
- Available 24/7

Support

- Wellbeing coaching
 - Help achieve wellness goals
 - Assist with burnout
 - Time management skills
- Five telephonic sessions per year at no cost to you!
- Visit guidanceresources.com for resources and tools (Web ID: NYLGBS)
 - Articles
 - Podcasts
 - Videos
 - Slideshows
 - "Ask the Expert"

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LEGALSHIELD AND IDSHIELD

No change in benefits or premiums

LegalShield

- Consultation and advice on personal legal matters
- Legal document review and preparation
- Dedicated law firm
- Letter/phone calls made on your behalf
- Speeding ticket assistance
- Will preparation
- 24/7 emergency access
- LegalShield app

IDShield

- Monitor information
- Privacy and Security Monitoring
- Comprehensive Source Monitoring
- Unlimited Consultation
- Identity Restoration
- Cyberbullying
- Online Privacy
- Reputation Management

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OPEN ENROLLMENT

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OPEN ENROLLMENT REMINDERS

Changes must be made within 30 days of a qualifying event!

This is your open enrollment opportunity

Employees and their eligible dependents can come on and/or off the St. Olaf plans during this time.

Changes effective Sept. 1, 2023

Can I make changes after open enrollment?

Not without a qualifying event such as:

- Marriage
- Divorce
- Birth or adoption of a child
- Change in employment status which causes a change in eligibility
- Spouse's open enrollment
- Enrollment in Medicare Part B



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ACTIVE OPEN ENROLLMENT

Your current elections WILL NOT carry forward!

Even if you want to continue your current benefits, elections must be made between July 24 and August 11.

St. Olaf will offer another open enrollment in the Fall 2023 for changes effective Jan. 1, 2024

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QUESTIONS

Open Enrollment: July 24 at noon to August 11 at noon!

Enrollment Help Sessions

- Monday through Thursday at 9 am and 3 pm
- Fridays at 9 am

All sessions will be held in Holland Hall, room 201, each day of open enrollment

Email any questions to hrstaff@stolaf.edu

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THANK YOU!

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