



2015 Benefits Update

The Open Enrollment period for the 2015 Benefit Elections is Nov. 10 through Dec. 1, 2014. It closes at 10:59 p.m. CST. Open Enrollment is a time when employees may change their medical, dental and vision coverage. You must re-enroll to continue contributions to a flexible spending account, if desired. To make changes, you must do so through the Employee Self-Service portal at <https://portal.adp.com>.

While most of the employee benefit plan choices are going to remain relatively unchanged for 2015, this Benefits Update has been prepared to provide you a brief overview of your options. Specific questions about your benefit elections may be directed to Jana Johnson, Stacy Koehler or Jim Mulholland at extension 4818.

Medical Insurance

Wellmark Blue Cross Blue Shield will continue to be the College's health insurance plan administrator for the 2015 plan year. The health insurance premiums will remain the same for plan year 2015. There will also be no changes in members' deductibles, copays, and all other out-of-pocket expenses for the coming year. The health insurance plan will now provide coverage for gender reassignment surgery and services to a lifetime maximum of \$75,000 effective Jan. 1, 2015.

Health Care Reform (ACA) requires that Grinnell College provide all active employees with a copy of a Summary of Benefits and Coverage (SBC). Therefore, to comply with this Federal requirement, a copy of the 2015 SBC has been included for your information.

Cafeteria Plan - Employees declining health and/or dental coverage may elect to receive flex credit cash in the amount of half (50 percent) of the College's employee (individual) contribution. The 2015 flex credit cash will remain the same for health and dental insurance, \$232.20 and \$14.85, respectively, for employees who decline coverage.

Employees who insure another College employee on their health or dental plan will pay the full employee contribution for the coverage selected. Their spouse/domestic partner will receive the difference in premium in the form of flex credit cash so the net cost will be no more than \$103.20 (\$51.60 x 2) and \$6.60 (\$3.30 x 2) for health and dental coverage, respectively. The flex credit cash for health and dental coverage will be as follows:

	<u>Health</u>		<u>Dental</u>
EE + Spouse/Domestic Partner	\$120.80	EE + 1	\$6.96
EE + Spouse/DP and Child(ren)	\$176.80	EE + 2 +	\$14.28

Prescription - As for prescription drug coverage, the following schedule for deductible and co-insurance is in place for brand name and generic prescriptions:

- The annual deductible will remain \$100 per person (\$300 per contract) for all brand name drugs. There is no deductible for generic drugs.
- The annual Out-of-Pocket Maximum (OPM) for prescription drugs will remain at \$1,000 per person (\$2,000 per contract) and the copay/coinsurance will continue at \$10/10% for generics and \$20/20% for brand name (after deductible).

Dental Insurance

Delta Dental of Iowa will continue to be the College's dental insurance administrator for the 2015 plan year. There will not be any changes to members' out-of-pocket expenses and the dental insurance premiums will remain the same for 2015. The Delta Dental plan now includes a PPO and Premier network option along with Enhanced Benefits. Delta Dental's Enhanced Benefits Program links medical conditions and dental benefits.

This benefit offers additional oral health services to employees with the following conditions:

Medical Conditions	Cleanings	Fluoride Application**
Cancer Related Chemotherapy and/or Radiation	4 cleanings per year	Fluoride Application
Diabetes	4 cleanings per year	
High-Risk Cardiac Conditions	4 cleanings per year	
Kidney Failure or Dialysis	4 cleanings per year	
Periodontal(Gum)Disease	4 cleanings per year	Fluoride Application
Pregnancy	1 additional cleaning	
Suppressed Immune Systems	4 cleanings per year	Fluoride Application

Vision Insurance

VSP will continue to be the College's vision plan administrator. The vision coverage and premiums for plan year 2015 will remain the same.

Health, dental, and vision insurance premiums for January coverage will be deducted from employee paychecks in December.

Life and Long-Term Disability Insurance

The Hartford Life Insurance Company will continue to provide coverage for Grinnell College's employee life and long-term disability insurance program. The life and disability benefit programs and premiums will remain unchanged for the 2015 plan year.

Grinnell College employees may elect coverage under the Supplemental Life Insurance program during open enrollment but medical underwriting is required. Underwriting requires an employee, spouse and/or dependents to complete an Evidence of Insurability form that must be filed with the Hartford for approval. The Evidence of Insurability form can be found in Health and Welfare under the Benefits tab on the ADP Employee Self-Service website. Once you are in the Health and Welfare tab click on Myself and Enrollments. You will find the form when you click on the Document Library, which is located on the right side of the enrollments tab. The form must be completed and forwarded to The Hartford. The maximum amount an employee may elect (5 times the employee's annual base wages) is calculated in ADP. Spouses can be covered for up to 50 percent of the employees' coverage.

Flexible Spending

Total Administrative Solutions Corp. (TASC) will continue to be Grinnell College's Flexible Spending administrator in 2015.

In 2015, the IRS, via health care reform rules, limits the unreimbursed medical election to \$2,550 per plan participant. However, and please note, if you have a spouse that is employed by Grinnell College or by another employer that also offers a flexible spending plan, then the IRS will allow your spouse to elect \$2,550 in their plan, accordingly.

There are no other changes to the flexible spending program for the 2015 plan year. The \$5,000 dependent-care election limit continues. This program allows you to increase your income, is simple to use and easy to manage. This is NOT an insurance plan; it is simply a benefit to you and your family.

Please remember you can use flexible-spending dollars for your medical (including prescription drugs), dental and vision deductibles, and co-insurances. You can also use these funds for over-the-counter medicines with a doctor's prescription.

What do you need to do?

Make your benefit elections on the Employee Self-Service portal, <https://portal.adp.com>, and be sure to review and update your life-insurance beneficiary information.

Important things to note: If you do nothing, your benefit elections for health, dental, vision and life will remain the same. However, if you wish to have money diverted to a medical or dependent care flexible-spending account, then you ***must*** enter this information in the system. You are required to renew annually in flexible-spending accounts.

Other things you can do on the Employee Self-Services portal:

- Revise your Federal W-4 elections
- Change your direct deposit
- Look at your last three years of W-2's
- Sign up for an electronic pay voucher

If you have questions, please feel free to contact Jana Johnson, Stacy Koehler or Jim Mulholland at extension 4818.