

Indiana State University Open Enrollment October 23, 2021 and November 15, 2021

Forms must be submitted to the Employee Benefits Office on or before November 15
All changes will be effective January 1st 2022

Rates increase and plan changes for 2022

Higher claims experience, and several high dollar claims, in addition to medical and prescription drug trend rates for next year have resulted in cost projections that will require an increase in employee rates for 2022. For more information on the new 2022 health coverage rates click [here](#).

In order to help offset the increases the University has increased the Wellness Discount for 2022 coverage to \$40 for employees and \$30 for spouses who completed their Wellness Screenings this Fall for 2022 discount.

Health, Dental, and Prescription Drug Coverage

Indiana State University will continue to offer employees the option of choosing between our Traditional PPO Plan and a High Deductible Health Plan (HDHP).

Click [here](#) for information regarding the differences between the two plans. You will need to make the choice regarding which plan is right for you and your family. Please contact Employee Benefits at ext. 4114 if you would like to schedule an appointment to review the options.

If you wish to make a change or to switch coverage between plans, you must complete the [Health, Dental, and Prescription Drug Application](#) and submit it to Employee Benefits by November 15, 2021. [Additional information](#) regarding both plans, rates, and a list of documentation which must be submitted when adding dependents can be found on the Employee Benefits webpage.

We are providing a subsidized rate to employees whose household income is less than 200% of Federal Poverty Guidelines. The subsidized rate is only available for employees on the PPO plan. An [Employee Application for Health Coverage Subsidy](#) and a [2020 Federal Tax Return Transcript](#) must be provided to Employee Benefits to apply for the subsidized rate. Click [here](#) for additional information and poverty guidelines. These are due to the Employee Benefits Office by November 15, 2021.

If you do not wish to make any changes to your current coverage, you do not need to do anything.

Flexible Spending Account

If you currently participate in the Flexible Spending Account (FSA) program, **you MUST complete a new application to participate in 2022.** The medical FSA is available to individuals enrolled in the Traditional PPO coverage or those not on either University Health Plan. The FSA is not available for High Deductible enrollees.

A FSA is a pre-tax account used to help pay for qualified medical or dependent care expenses. Each year, you are given the opportunity to participate in the FSA. The only time you can make an annual election is during Open Enrollment for the following calendar year. These contributions will reduce your taxable income and your wages reported to Social Security. Participating employees may designate any amount up to the IRS maximum (\$2850 for medical expenses for 2022 and \$5000 for dependent care expenses.)

Contributions made to the medical FSA are forfeited if not used by March 15, 2023, or the employee's date of termination.

A Dependent Care FSA may be elected to pay for dependent care costs and funds must be used by March 15, 2023, or the employee's date of termination.

To take advantage of these savings, please click on the [Flexible Spending Account Application](#). Click [here](#) for more information regarding our FSA. Once you have made an election, it can only be changed within 31 days of a qualifying status change as defined by the IRS.

Health Savings Account – For High Deductible Plan Only

If you choose to participate in the HDHP, you will receive employer contributions into a Health Savings Account (HSA). These contributions will be deposited on a semiannual basis. You will receive additional information regarding setting up your HSA once you have enrolled in the HDHP.

In addition to the employer contribution to your HSA, you have the option of making your own contributions. The IRS maximum allowable contribution for 2022 for both ISU and the employee is \$3,650 for an individual with employee only coverage or \$7,300 if any other family members are covered. Catch-up contributions of up to \$1000 are also available for individuals age 55 and older. If you wish to make additional contributions to the HSA through payroll deduction, please complete the [HSA Salary Reduction Agreement](#). Click [here](#) for more information regarding the HSA.

Voluntary Life Insurance (Modified Open Enrollment)

On July 1st 2021, the University changed carriers for Life Insurance to Lincoln Financial. This change allows the University to offer a Modified Open enrollment for Voluntary Life Insurance that allows an employee to purchase up to the guaranteed issue amount of \$180,000 in group term life insurance on themselves, up to \$50,000 coverage on their spouse, and up to \$10,000 on dependent children without going through underwriting. Any amounts added on spouse and dependents cannot exceed the amount of coverage an employee has on themselves. For information on the [premium rates](#), click here. If you wish to purchase voluntary life insurance or add additional coverage, please return the completed [application](#) to Employee Benefits by November 15, 2021. **We must have the document with the original signature; electronic submission is not available.**

Please note: Guaranteed Issues amounts are only available if you have not been denied coverage through any previous ISU Life Insurance carriers.

Vision Coverage

The University offers a voluntary Vision Plan through MetLife, utilizing the VSP network. You may enroll in the voluntary vision coverage even if you are not enrolled in the University's health coverage. Once you enroll in the vision coverage, you may not cancel until you have been covered for at least twelve months. The plan covers one exam and one set of lenses per rolling 12 month period and a set of frames per rolling 24 month period. It will also cover contacts in lieu of glasses. To add or make changes to your existing coverage, please click on the [Vision Coverage Application](#). Click [here](#) for more information regarding the Vision Coverage.

Important Notices

We are required to notify employees of certain rights on an annual basis. Please click on [Important Notices and Changes](#) for additional information regarding legislative changes and your rights under various employment laws. As required by the Affordable Care Act, we have posted a copy of the [Summary of Benefits and Coverage](#) for our medical plan.

Please note that applications that are not electronic can be completed and returned by email to Employee Benefits at ISU-SB@indstate.edu, printed and returned through campus mail or regular mail, or faxed to ext. 8084.

All forms must be returned to the Employee Benefits Office on or before November 15, 2021 to be considered.

Please contact Employee Benefits at 812-237-4114 if you have any questions.