



Benefits Open Enrollment for 2023 – Questions & Answers

What is Open Enrollment (OE)?

This is a dedicated period announced by an employer offering benefit choices, and to comply with pre-tax benefit rules. Employees in an eligible position for such benefits may initiate changes or additions to offered plans. Options to make changes may include major health insurance plan switch such as from an HMO to PPO; adding benefits such as dental, vision, accident plans, disability coverage, cancer plan, or any other supplemental coverages. A covered employee may add, drop, or change dependents covered. Dependents must be eligible to be covered based on age and/or student status, and a dependent verification process will follow any new dependents not previously covered.

Is everyone required to access or complete steps during open enrollment?

Yes - this is a mandatory enrollment and employees must complete their Workday inbox step. However, no changes will be accepted after October 28, unless there is an identified life event change, and contact or enrollment with HR occurs within 31 days of the event.

Important: It is highly suggested that all employees review and verify their choices in Workday by going to their sign-in page and selecting “*Benefits*.” Verification of dependents and ensuring there is a named beneficiary(ies) are also a good idea as this information is maintained in Workday.

What if I want to keep all the same coverages for next year?

The enrollment for 2023 benefits has been deemed mandatory. Plan coverages and rates are different for 2023. Additionally, plan participants in the Flexible Benefits must complete an enrollment for tax year 2023 in medical reimbursement, and/or dependent care accounts based on an IRS rule due to pre-taxing.

What’s New for 2023 (Rates, and Plan Information)

- **Health insurance:** Under the direction of the Florida College System Risk Management Consortium (FCSRMC) and Florida Blue, the College will implement a premium cost increase for dependent coverage, and new plan coverages. The College will continue providing quality benefits to its employees by working with the FCSRMC and optional benefit vendors in efforts to control costs and offer quality choices. The College will continue to pay the full cost of the employee only coverage. Rates for dependent coverage are attached and most will experience near an 11% increase (plans and levels of dependent coverage vary). Major benefit costs (health and life insurance) elections and changes for the 2023 plan year will be reflected in December paychecks.

**please review the Consortium power point and schedule of benefits for plan details*

- College-provided life insurance: The College pays the coverage amount of \$50,000 for all employees. Supplemental amounts based on salary and a dependent rider are offered as employee-paid benefits. Please note age reductions apply to levels of coverage starting at age 65. For 2023, the rates for those employees purchasing up based on salary will increase. The dependent life rate changed from \$3.16 per month to \$4.00; making the 26 pay group's amount \$1.85 and 19 pay group's amount \$2.53.
- Optional dental: The employee-paid dental benefit with Ameritas has no change in plan coverage, or rates for 2023.
- Optional vision: The employee-paid vision benefit with Ameritas has no change in plan coverage, or rates for 2023.
- Account participation in the Medical and/or Dependent Care reimbursement under the Flexible Spending Accounts (FSA) does not automatically continue year to year. FSA participants must submit a new (tax) year enrollment election, and a "Flex Plan" web link will be provided for current or former participants. Currently, the IRS has not issued a change from the annual plan election of \$2,750 as a maximum an employee may choose for medical reimbursement in 2023. Participants may elect to have a debit card with their account balance on it for use. A detailed plan guideline may be provided based on request and is on the benefits web link.

How are my costs for employee-paid/dependent coverage calculated, and occur?

Depending on your pay group, costs are determined as 26 or 19 deduction cycle, and benefit costs (with the exception of disability/lost wages, and life insurance) are made on a pre-tax basis. Deductions for health and life insurance are collected one-month in advance of coverage, therefore the health rates will increase in December 2022. All other benefit costs are deducted in the month of coverage.

Where do I get help?

Employees may contact Human Resources at x-1766 or 2037 for specific questions. Additional details and plan schedules will be updated at HR Benefits web link. Educational sessions are planned for employees to attend: