MEMORANDUM

DATE: September 27, 2021

TO: Benefits Eligible Faculty and Staff

FROM: Division of Human Resources, Benefits Administration

Subject: Annual Open Enrollment is Coming Soon!!

The Division of Human Resources is providing you with this important information related to the 2021 Annual Benefits Open Enrollment Period for Plan Year 2022 which will begin on Monday, October 11, 2021 at 8 a.m. ET and end promptly on Friday, October 29, 2021 at 6 p.m. ET.

The Open Enrollment period is the only time of the year in which benefits-eligible employees can elect to Change, Add, or Drop coverage and/or dependents from their benefits plans, unless there is a Qualifying Status Change Event (QSC*). In the event of a *QSC, eligible employees have 60 days (unless otherwise noted) from the date of the event to make changes to their benefits choices.

We encourage all Faculty, Staff, Temporary (OPS) Employees and Adjuncts to:

- Take the time to review your Personalized Benefits Statement carefully in your People First (peoplefirst.myflorida.com) account; as it shows what coverage you currently have, in addition to your options for the next plan year.

- Attend the Benefit Webinars for 2022 Plan Year (Available from September 27, 2021-October 22, 2020.)

- Verify that your current health care providers are still in the network.

- Make changes online on People First or call the People First Service Center, Monday - Friday, from 8 a.m. - 6 p.m., EST, at 866-663-4735 or TTY 866-221-0268.
• Change elections as many times as you would like during the open enrollment period. *Elections become final on Friday, October 29, 2021.*

• Review important deadline information regarding *Tax-Favored Accounts* benefit plans.

• *Review Benefits Guide and benefits changes for Plan Year 2022:*

  ➢ **Savings and Spending Accounts**
    ✓ Over-the-counter drugs: As part of the Federal Coronavirus Aid, Relief, and Economic Security (CARES) Act, over-the-counter drugs were permanently reinstated as eligible for reimbursement under a Healthcare Flexible Spending Account (HFSA), Health Reimbursement Account (HRA), or Health Savings Account (HSA).

  ✓ **HSA Contribution 2022**
    The IRS has announced the 2022 contribution for Health Savings Accounts (HSAs).
    Annual Maximum Contribution Amount for 2022
    - Individual $3,650 (increase of $50)
    - Family $7,300 (increase of $100)

  ✓ **Dependent Care Flexible Spending Account (DCFSA) Contribution Changes**
    The Dependent Care FSA annual contribution maximum is reduced from $10,500 to $5,000 effective Jan. 1, 2022.

  ➢ **Telehealth**
    ✓ Effective Jan. 1, 2022, telehealth services are covered for all eligible *primary* or *specialist care* benefits.
    ✓ Telehealth services are provided remotely through a two-way interactive electronic device that includes both audio and visual communication.
    ✓ Telehealth services may be provided through a telehealth vendor, or through a virtual visit with your network or non-network provider (PPO plan only).
    ✓ Contact your health plan to learn more about telehealth services.
    ✓ Applicable copays apply

  ➢ **Dental Rate Increase**
    MetLife and Ameritas [dental plan rates](#) will increase for the 2022 Plan Year. Please check your annual benefits statement for these changes.
➢ **Weight Management Program**
  ✓ The Weight Management Program will be offered again for the 2022 Plan Year.
  ✓ Members of Aetna, AvMed, Florida Blue and UnitedHealthcare receive lifestyle coaching, CDC-approved curriculum, and FDA approved medications (as approved by their provider).
  ✓ See other eligibility requirements by clicking [here](#) or capturing the QR code below with your smartphone. Participants are responsible for all applicable medical and Rx co-payments, co-insurance, deductibles, and out-of-pocket expenses.
  ✓ Application Period is from October 4, 2021 – November 15, 2021

➢ **Diabetes Management Pilot Program (DMPP)**
  ✓ Effective Jan. 1, 2022, the Florida Department of Management Services’ Division of State Group Insurance (DSGI) will implement the Diabetes Management Pilot Program which will utilize a digital health platform for diabetes management within DSGI’s participating health plans to monitor eligible diabetic enrollees’ HbA1c and hypoglycemia levels.
  ✓ Members of Aetna, AvMed, Florida Blue, and UnitedHealthcare may enroll. See other eligibility requirements by clicking [here](#) or capturing the QR code below with your smartphone.
  ✓ Participants are responsible for all applicable medical and Prescription (Rx) co-payments, co-insurance, deductibles, and out-of-pocket expenses.
  ✓ Application Period is from October 4, 2021 – November 15, 2021

It is our pleasure to keep you informed of these and all matters relevant to your benefits as a valued FIU employee. If you have any questions, please feel free to contact Benefits Administration at benefits@fiu.edu.