



Human Resources

FLORIDA INTERNATIONAL UNIVERSITY

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, 2021.)
- 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.