



2023 Newsletter



Medicare Part D - Prescription Drug Information

If you have Medicare or will become eligible for Medicare in the next 12 months, Federal law gives you more choices about your prescription drug coverage. Please see workbook for more details.

Enrollment Information...At A Glance

Open Enrollment Schedule:

October 27	Annual enrollment period begins
November 4	Annual enrollment period ends
January 1.....	Benefits effective
January 20, 2023	New plan year payroll deductions/ contributions begin

Confirmation statements are available on-line.

Assistance this year will be by appointment only. For more details, please refer to our annual open enrollment email scheduled to arrive in October.

Enrollment website: <https://benefits.plansource.com>



Introduction

Welcome to the *Educated Choices* Annual Newsletter. The time to make decisions about your benefits for the upcoming plan year is right around the corner! The *Educated Choices* plan offers you benefit choices based on your employment agreement. Each year, you have the opportunity to select the right benefit combination for you and your family.

UPDATES

- Open Enrollment runs from October 27—November 4.
- You will now have 4 High Deductible Health Plans to choose from.
- Plan enhancements including: Autism Therapy, Chiropractic and Hearing Aids.
- The IRS will allow you to deposit up to \$3,850 (single)/\$7,750 (2 person/family) into your Health Savings Account. The annual \$1,000 catch up provision applies for those turning age 55, in the new plan year, or those who are already age 55 or older.
- We are adding 2 new plans: \$3,000/\$6,000 HMO and \$3,000/\$6,000 PPO.
- Per IRS requirements the \$1,400/\$2,800 HMO Deductible plan will be increasing to \$1,500/\$3,000.
- The IRS will allow you to deposit up to \$2,850 into the Health Care Reimbursement Account (FSA).
- BCBSM will be reissuing new ID cards for 2023, if you make a plan change, or are enrolled in the \$1,400 HMO plan. The medical cards will include additional information about your deductible and out of pocket costs.
- We are now offering employee paid accident coverage.

Benefits Provided Through *Educated Choices*

Bloomfield Hills Schools provides you with a comprehensive benefit package through *Educated Choices*. Any applicable payroll deductions will be deducted over 20 equal installments during the January through December plan year. Please note, no deductions or contributions are processed in July or August of each year.

Your benefit options for the new plan year include:

- Medical – 4 High Deductible Health Plans (HDHP) and all are Health Savings Account (HSA) qualified.
- Pre-Tax Premium
- Health Risk Assessment Credit
- Dental
- Vision
- Employee Life Insurance (Basic & Additional)
- Dependent Life Insurance
- Accidental Death and Dismemberment (AD&D)
- Short-Term Disability
- Long-Term Disability
- Health Savings Account (employee-owned bank account with funds that roll over)
- Flexible Spending Account (pre-funded “use it or lose it” funds that do not roll over)
- Dependent Care Reimbursement Account
- Voluntary Accident Insurance

Additional information regarding the annual open enrollment and HDHPs with an HSA /Cash Payment/FSA will be included in the electronic workbook and online during the open enrollment process. For specific information about the benefit options available to you, please review the benefit education materials sent to your registered email.

Reminders

4 Medical Plans

You will have 4 High Deductible Health Plans (HDHP) to choose from:

- \$2,000/\$4,000 Deductible PPO Health Savings Account (HSA) qualified
- \$3,000/\$6,000 Deductible PPO HSA qualified
- \$1,500/\$3,000 Deductible HMO HSA qualified
- \$3,000/\$6,000 Deductible HMO HSA qualified

BCBS Mobile App—Search for BCBSM within The Apple APP Store or Google Play

BCBSM Mobile app provides the tools and feature to help you access information and make informed decisions from the convenience of your smartphone. View your deductible and out of pocket balances, review claims and find the best doctor or place to go for treatment.

What is a Health Savings Account?

A Health Savings Account (HSA) is a tax-advantaged medical savings account available to taxpayers in the United States who are enrolled in a HDHP. Think of it as a rainy day fund or safety net. The funds contributed to an account are not subject to federal income tax at the time of deposit. Unlike a Flexible Spending Account (FSA), HSA funds roll over and accumulate year after year if they are not spent. HSAs are owned by the individual. HSA funds may currently be used to pay for qualified medical expenses at any time without federal tax liability or penalty.

Withdrawals for non-medical expenses are treated very similarly to those in an individual retirement account (IRA) in that they may provide tax advantages if taken after retirement age, but they incur penalties if taken earlier. These accounts are a component of consumer-driven health care. Other important rules to consider:

- If you are enrolled in a HDHP you may fund a Health Savings Account (HSA) or Flexible Spending Account (FSA).
- Should you turn age 65 during the 2023 plan year and decide to enroll in Medicare, your HSA contribution will be limited and pro-rated as per IRS regulation. Conversely, if you decide not to enroll in Medicare AND you postpone receiving Social Security payments, you may continue funding your HSA account. You must contact the Social Security Administration to be sure you are not auto enrolled in Medicare Part A.
- Employees over the age of 65, who are enrolled in any parts of Medicare and/or receiving social security payments, are not eligible to fund an HSA, however, Bloomfield Hills Schools may fund a portion of the Hard Cap Differential Cash. This will occur only if the rate renewals are under the State hard cap provided annually by the Department of Treasury.
- Detailed information from our HSA vendor, Health Equity, can be found at www.healthequity.com.

Health Savings Account—Debit Card

Employees who elect the HSA will be issued a Benefit Debit Visa Card for the Health Savings Account. Online banking access is available through the vendor, Health Equity. You will have the option of swiping your card or paying claims online from your personal bank account. NOTE: Funds in the HSA account may be accessed up to the current deposit balance only. Payroll deductions are taken over a 20 pay cycle between January and December of each year and are not taken in July and August.

Health Risk Assessment

Bloomfield Hills Schools will continue to offer a credit to employees (and spouse if applicable) who participate in the annual Health Risk Assessment. In order to be eligible to receive the Health Risk Assessment credit, the completed form must be submitted to the Benefits Coordinator no later than September 15, 2022 to qualify for any rebate. There will be no exceptions. These forms are available on the Bloomfield Hills Schools Intranet under Human Resources, Benefits. If you are unable to locate the form please contact the Benefits Coordinator at sdare@bloomfield.org.

Reminders

Plan Year

Bloomfield Hills Schools' insurance plan year is January 1 through December 31. Our annual open enrollment period is held in the fall of every year.

Medical Plan Deductible

All medical plans meet the minimum deductible requirements, as established under IRS guidelines, to qualify for an HSA.

Dental/Vision Coverage

BHSD offers dental and vision coverage to certain employee groups. This coverage is not subject to the HDHP deductible. It may have its own deductible/co-pay. Please refer to your summary of benefits for details.

The Standard Life Insurance Company

- Travel Assistance when 100+ miles from home
- Emergency Medical Evacuation (Adults and Dependent Children)
- Will Preparation
- Guidance Resources
- Identity Theft Resources
- Memorial Planning
- Financial Services
- Legal Support
- Child/Elder Care Finder
- Mortgage Selection and much more...

Flexible Spending Account

REMEMBER: You must re-enroll annually for your Health Care Reimbursement (HCR) and Dependent Care Reimbursement (DCR) account(s); elections do not automatically rollover.

FSA participants will be issued a Benefit Debit Mastercard. Funds are front loaded for Health Care Reimbursement (HCR). They are not front loaded for Dependent Care Reimbursement (DCR).

If you are currently enrolled into the flexible spending account and already have a debit Mastercard, please retain your current card for use during the new plan year, unless the expiration date on your card is prior to January 1. If your card expires this year you will be issued a new card. Otherwise new funds elected will be loaded onto that card.

HOW DO REIMBURSEMENT ACCOUNTS WORK?

You determine the amount you want to contribute to each account for the plan year on an annual basis.

PLEASE NOTE: The Health Care Flexible Spending Account allows you to use pre-tax dollars to pay for eligible health care expenses not covered by your insurance plan. The Dependent Care Flexible Spending Account allows you to use pretax dollars to pay for eligible child care expenses. The Health Care Flexible Spending Account allows for a maximum contribution of \$2,850 per calendar year. The Dependent Care Flexible Spending Account is not for reimbursement of your dependent's medical expenses. Internal Revenue Service (IRS) regulations allow for a maximum \$5,000 per household per calendar year contribution to a Dependent Care Flexible Spending Account. Please be sure to coordinate your contributions with your spouse, if applicable.



Reminders

Customer Service

- In the event you need to speak with someone regarding open enrollment please contact the Benefits Coordinator, Sarah Dare at sdare@bloomfield.org or (248) 341-5431.
- Health Equity Health Savings Account is available at (866) 382-3510 option 2, Monday through Friday 8:00 a.m. to 7:00 p.m. CST.

Medicare Enrolled Staff or Family Members

If you or a family member becomes enrolled with Medicare, a copy of the enrollment card must be forwarded to the Benefits Coordinator during annual open enrollment. BCBS/BCN and the Center for Medicare/Medicare Services (CMS) coordinate benefits, with Bloomfield Hills School District medical plan being the primary payer. **It is critical that you instruct your health care providers to bill your BCBSM coverage first (not Medicare). Medicare will be your secondary payer.**



Enrollment

Dependent Eligibility

Dependent children can be covered through the end of the month in which they turn age 26, regardless of financial, marital or dependency status.

Please note: The IRS prohibits your use of Health Savings Account funds for dependent children NOT CLAIMED by you on your income tax return. Further, while you may not use HSA funds towards their health expenses, YOU CAN STILL enroll children under age 26 on your chosen medical plan. [Details at www.healthequity.com](http://www.healthequity.com).

ENROLL ONLINE

The [Plan Source Benefit Center](#) Web site is available 24 hours a day, 7 days a week during the annual Enrollment period.

- Login to the site at [www.https://benefits.plansource.com/](https://benefits.plansource.com/)
- Your Username and Password will be provided in the enrollment materials sent to your school email just prior to open enrollment.

Enrollment Steps (Easy as ...1-2-3)

1. Review Options
2. Go to the Plansource Website
3. Enroll and Print Confirmation

Enrollment Hints

- **Enrolling on the Web:** When you enroll via the Benefit Center web site, you will be able to view and print your Personal Election Summary. Be sure to provide your email address(es) to receive a Confirmation Email after you complete enrollment. You may add multiple email addresses for communication purposes (i.e. work and home emails). The enrollment web site is a quick, simple and convenient way to enroll for your benefits through [Educated Choices](#).
- **Enrolling Dependents:** For each dependent you wish to cover, you must supply the following information: name, social security number, relationship, gender, date of birth, coverage option. Any newly added dependents must have a copy of the Social Security card and birth certificate as well as the marriage license if adding a spouse.
- **Making Changes or Corrections:** Please review your Confirmation Statement carefully. If you need to make changes or corrections after reviewing your Confirmation Statement, you must logon to the web site prior to the close of open enrollment at 11:59 p.m. on November 4, 2022.

ANNUAL ENROLLMENT IS MANDATORY. It is very important that you access the web site during the annual enrollment period to ensure you and your eligible dependents have coverage. Remember, the selections you make are binding for the entire plan year unless you have a qualified Life Status Change in your family or employment. Failure to enroll may jeopardize your benefits.

NEW HIRES: If you are a new hire, who already enrolled for the current plan year, you must enroll again for the new plan year. The plan years run January 1 through December 31.

Online enrollment system will be open on 10/27/2022



Important Notice from Bloomfield Hills Schools About Your CREDITABLE Prescription Drug Coverage and Medicare

Please read this notice carefully and keep it where you can find it. This notice has information about your current prescription drug coverage with Bloomfield Hills Schools and about your options under Medicare's prescription drug coverage. This information can help you decide whether or not you want to join a Medicare drug plan. If you are considering joining, you should compare your current coverage, including which drugs are covered at what cost, with the coverage and costs of the plans offering Medicare prescription drug coverage in your area. Information about where you can get help to make decisions about your prescription drug coverage is at the end of this notice.

There are two important things you need to know about your current coverage and Medicare's prescription drug coverage:

1. Medicare prescription drug coverage became available in 2006 to everyone with Medicare. You can get this coverage if you join a Medicare Prescription Drug Plan or join a Medicare Advantage Plan (like an HMO or PPO) that offers prescription drug coverage. All Medicare drug plans provide at least a standard level of coverage set by Medicare. Some plans may also offer more coverage for a higher monthly premium.
2. We have determined that the prescription drug coverage offered by the Bloomfield Hills Schools health plans are, on average for all plan participants, expected to pay out as much as standard Medicare prescription drug coverage pays and is therefore considered Creditable Coverage. Because your existing coverage is Creditable Coverage, you can keep this coverage and not pay a higher premium (a penalty) if you later decide to join a Medicare drug plan.

When Can You Join A Medicare Drug Plan?

You can join a Medicare drug plan when you first become eligible for Medicare and each year from October 15th to December 7th. However, if you lose your current creditable prescription drug coverage, through no fault of your own, you will also be eligible for a two (2) month Special Enrollment Period (SEP) to join a Medicare drug plan.

What Happens To Your Current Coverage If You Decide to Join A Medicare Drug Plan?

If you decide to join a Medicare drug plan, your current coverage may be affected.

Summary of Options for Medicare Eligible Employees (and/or Dependents):

1. Continue medical and prescription drug coverage and do not elect Medicare D coverage. Impact – your claims continue to be paid by Bloomfield Hills Schools group health plan.
2. Continue medical and prescription drug coverage and elect Medicare D coverage. Impact - As an active employee (or dependent of an active employee) the Bloomfield Hills Schools group health plan continues to pay primary on your claims (pays before Medicare D)
3. Drop the coverage (including medical as they cannot be elected independently) and elect Medicare Part D coverage. Impact – Medicare is your primary coverage. You will not be able to rejoin the Bloomfield Hills Schools health plan unless you experience a family circumstance change or until the next open enrollment period.

If you do decide to join a Medicare drug plan and drop your current coverage, be aware that you and your dependents will not be able to get this coverage back unless you experience a family status change or until the next open enrollment period.

When Will You Pay A Higher Premium (Penalty) To Join A Medicare Drug Plan?

You should also know that if you drop or lose your current coverage with Bloomfield Hills Schools and don't join a Medicare drug plan within 63 continuous days after your current coverage ends, you may pay a higher premium (a penalty) to join a Medicare drug plan later.

If you go 63 continuous days or longer without creditable prescription drug coverage, your monthly premium may go up by at least 1% of the Medicare base beneficiary premium per month for every month that you did not have that coverage. For example, if you go nineteen months without creditable coverage, your premium may consistently be at least 19% higher than the Medicare base beneficiary premium. You may have to pay this higher premium (a penalty) as long as you have Medicare prescription drug coverage. In addition, you may have to wait until the following October to join.

For More Information About This Notice Or Your Current Prescription Drug Coverage...

Contact the person listed below for further information. **NOTE:** You'll get this notice each year. You will also get it before the next period you can join a Medicare drug plan, and if this coverage through Bloomfield Hills Schools changes. You also may request a copy of this notice at any time.

For More Information About Your Options Under Medicare Prescription Drug Coverage...

More detailed information about Medicare plans that offer prescription drug coverage is in the "Medicare & You" handbook. You'll get a copy of the handbook in the mail every year from Medicare. You may also be contacted directly by Medicare drug plans.

For more information about Medicare prescription drug coverage:

1. Visit www.medicare.gov
2. Call your State Health Insurance Assistance Program (see the inside back cover of your copy of the "Medicare & You" handbook for their telephone number) for personalized help
3. Call 1-800-MEDICARE (1-800-633-4227). TTY users should call 1-877-486-2048.

If you have limited income and resources, extra help paying for Medicare prescription drug coverage is available. For information about this extra help, visit Social Security on the web at www.socialsecurity.gov, or call them at 1-800-772-1213 (TTY 1-800-325-0778).

Keep this Creditable Coverage notice. If you decide to join one of the Medicare drug plans, you may be required to provide a copy of this notice when you join to show whether or not you have maintained creditable coverage and, therefore, whether or not you are required to pay a higher premium (a penalty).

Date: 9/1/2022

Name of Entity/Sender: Bloomfield Hills Public Schools

Contact--Position/Office: Karen Healy, Director of Human Resources and Payroll

Address: 7273 Wing Lake Road Bloomfield Hills MI 48301

Phone Number: (248) 341-5432

Schedule

Open Enrollment Schedule:

October 27	Annual enrollment period begins
November 4	Annual enrollment period ends
January 1	Benefits effective
January 20, 2023	New plan year payroll deductions/ contributions begin

Confirmation statements are available on-line.

Assistance this year will be by appointment only. For more details, please refer to the email sent in October regarding open enrollment.

ATTENTION MEDICARE ENROLLEES: IF YOU ARE ENROLLED WITH BLOOMFIELD’S MEDICAL INSURANCE, PLEASE ENSURE YOUR PROVIDERS ARE BILLING YOUR BLOOMFIELD HILLS MEDICAL COVERAGE AS THE PRIMARY PAYOR. MEDICARE SHOULD BE BILLED SECONDARY.

Notes



The contents of this booklet are intended for use as an easy to read summary only. It does not constitute a contract. Additional limitations and exclusions may apply. For an official description of benefits, please refer to each carrier's official certificate/benefit guide. For more information, please contact the Human Resources Department.