

BENEFITS

What's changing with our Premera Medical Plan?

New ID Cards!

Everyone will receive new Premera ID cards, even if you are not making any plan changes at renewal. These new ID cards contain additional details about the health plan. Your ID number and group number are not changing so you can continue to use your current ID card until the new ones arrive.

Chronic Condition Support with Livongo

Six in ten adults in the United States are living with a chronic condition. Of those, 91% say they need more help managing their condition. Premera provides a comprehensive chronic condition support program through Livongo to help anyone managing diabetes or hypertension, or who may be at risk for developing diabetes, through their diabetes prevention program.

If you qualify, you will get:

- Personal health support from expert coaches
- Help with strategies for living with diabetes or high blood pressure
- Help with weight loss and other strategies for those at risk for becoming diabetic
- Connected technology that delivers real-time results and remote monitoring (like blood sugar, blood pressure and weight), with outreach if your numbers are outside norms
- Continuing education and push notifications

Participation is completely voluntary and you can opt out at any time. Livongo will reach out to anyone who meets the criteria to participate in the program.

Specialty Medication Program with SaveonSP

For those who use specialty medications, our plan will now include the services of SaveonSP. This program allows you and our health plan to take advantage of discounts that the drug manufacturer gives through their payment coupon programs. Currently this program only provides the discount to the patient, and not to the plan. This program will benefit both the patient and the plan, lowering your cost share and helping to keep our healthcare costs more affordable.

If you take a specialty medication which you purchase through the Accredo Specialty pharmacy, you may be part of the new SaveonSP program. If you are, you will be sent a letter by Express Scripts/SaveonSP to get you signed up. If you do so, the cost of your medication will be zero. If you don't enroll with SaveonSP, your cost share will be significantly more – equal to 30% of the cost of the drug. This program only applies to certain specialty medications, so please pay attention to your mailbox at the end of November/start of December to make sure you respond to the mailing, if this applies to you.

What's changing with our Flexible Spending Accounts?

The amount you can elect effective 1/1/2022 for the dependent care account is \$5,000 (\$2,500 if married and filing separately).

Reminder! If you currently participate in the Flexible Spending Account, any unused health care or dependent care balance will roll over to the 2022 plan year. Please take that into consideration as you plan for your FSA election for 2022. This is the last year that the roll over will be unlimited; at the end of 2022 only \$550 of health care FSA dollars will be allowed to roll over and dependent care roll over will be discontinued.

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What are my 2022 premiums?

The following premium rates will apply beginning January 1, 2022:

Medical – Per Month	Faculty/Staff Share*	Puget Sound Share	Total Cost
Subscriber	\$ 0	\$733.00	\$733.00
Subscriber & Spouse/Partner*	\$687.00	\$963.00	\$1,650.00
Subscriber & Child(ren)	\$274.00	\$1,008.00	\$1,282.00
Subscriber & Family	\$961.00	\$1,238.00	\$2,199.00
Dental – Per Month	Base Plan Faculty/Staff Share*	Buy-Up Plan Faculty/Staff Share*	
Subscriber	\$ 0	\$27.00	
Subscriber & Spouse/Partner*	\$17.00	\$71.00	
Subscriber & Child(ren)	\$21.00	\$83.00	
Subscriber & Family	\$38.00	\$126.50	
Vision – Per Month	Base Plan Faculty/Staff Share*	Buy-Up Plan Faculty/Staff Share*	
Subscriber	\$ 0	\$7.71	
Subscriber & Spouse/Partner*	\$ 0	\$15.88	
Subscriber & Child(ren)	\$ 0	\$16.99	
Subscriber & Family	\$ 0	\$27.15	

***An eligible domestic partner must meet all requirements included in the Puget Sound Affidavit of Marriage or Domestic Partnership. Any premiums paid by Puget Sound on behalf of the partner or partner's children will be taxable income to the faculty or staff member. Premiums paid by faculty or staff members for a partner or partner's children will be deducted after taxes.**

Contributions Pre-Tax

Please note that the amount you pay for medical and dental coverage will be taken out of your paycheck before taxes, as allowed by Section 125 of the Internal Revenue Code. IRS rules state that once you make your enrollment election for the year, you will not be allowed to change that election until the next open enrollment period, unless you have a change in family status, such as marriage, divorce, birth of a child, or change in employment status. This means you may not add or drop coverage during the year unless there is a qualified change in family status.