

Ancillary Benefits Enrollment Opens November 2, 2020

Health Care Benefits Coverage Remains through February 28, 2021

From November 2- November 13, W&J College will hold Open Enrollment for Ancillary Benefit offerings. Health Care Coverage benefits will be extended through February 28, 2021 to allow for employees to review the College's new benefit plan designs while maintaining 2020 health plan coverage.

What are Ancillary Benefits

- > Ancillary benefits include dental, vision and FSA. Due to IRS regulations, an FSA must be offered and selected before the start of a new calendar year.
- > Dental rates are remaining the same as Calendar year 2020.

Why A Special Enrollment For Health Care Coverage

- > Employees will be 'passively' enrolled in their current health plan coverage unless changes to enrollment need to be made.
- > As part of a higher ed consortium, the College saw an increase of 5.01% in its health care costs over the previous year.
- > The College needs to change some of its benefit plan offerings to financially offset this increase, while still offering high-quality, low-cost health care coverage.
- > New health plan benefits selection will happen in January 2021 with a new effective date of March 1, 2021.

What is (NOT) Changing in Health Care Coverage

- > W&J College will still offer a No Cost Monthly Premium Health Plan Option.
- > W&J College will continue offer two new buy-up options that actually reduce the Out-of-Pocket Monthly Premium for employees who choose one of these options.
- > Preventive Care Visits are still covered at 100% without a need for co-pay or co-insurance

November 2 - 13, 2020
Dental, Vision and FSA Benefits Selection

January 18 – February 1, 2021
Health Plan Benefits Selection

November - January 2021
Health Plan Benefit Plan Options Education and Information Sessions

March 1, 2021
New Health Plan Coverage Begins