

OPEN ENROLLMENT FOR 2018

October 2017 – PPO/HDHP

AGENDA

- Open Enrollment
- Key Changes for 2018
- Understanding the HDHP and HSA
- Your 2018 Cost
- Your Open Enrollment Checklist
- Resources for You

OPEN ENROLLMENT IS HERE!

- Open Enrollment is your annual opportunity to make plan elections that will be effective January 1, 2018
- Your elections are binding for the 2018 plan year.
- Open Enrollment period: **October 9-27**
- IRS guidelines dictate that no mid-year changes can be made unless you experience a qualifying event, including:
 - Loss of eligibility for group health coverage
 - Change in marital status (i.e. marriage, divorce)
 - Change in number of dependents (i.e. birth, adoption)
 - Change in employment status (i.e. number of hours worked)
 - Change in coverage under other employer plan (i.e. your spouse waives coverage during her OE, you can add his/her to your Crowley plan)



KEY CHANGES EFFECTIVE JANUARY 1, 2018



- No change to medical, dental, and vision plan design
- No change to contribution or wellness tier structure
- Increase in the Healthcare Flexible Spending Account (FSA) maximum from \$2,550 to \$2,600 per plan year
- Crowley HSA funding change from 100% to 50% of HDHP network deductible
 - Network Deductible: \$1,500 single / \$3,000 family coverage
 - Crowley contribution to HSA **covers 50% of deductible**
 - Annual HSA Contribution: \$750 single / \$1,500 family coverage

WHAT IS A HIGH DEDUCTIBLE HEALTH PLAN (HDHP)?



You choose your medical plan during open enrollment, and the plan goes in effect on January 1, 2018.



A HDHP is a PPO health plan just like the UHC PPO plan with in-network and out-of-network coverage. Enrolling in a qualified “high deductible health plan” allows you to contribute to an Health Savings Account.



You still have the flexibility to choose your own doctor. The HDHP uses the same Choice Plus network as the current PPO. Preventive care is still covered at 100% in-network.



You have a larger up-front deductible; however, the Health Savings Account (HSA) helps you save for your medical costs and pay that deductible with tax-free dollars.

WHAT IS A HEALTH SAVINGS ACCOUNT (HSA)



Bank account that helps you save and pay for healthcare expenses on a tax free basis (state tax applies in CA, NJ, AL)



No expiration – unused HSA dollars roll over from year to year



Portable – you can take it with you if you change employment



You and Crowley can make contributions to the HSA. Flexibility to change the amount you want to contribute throughout the year.

MEDICAL PLAN COMPARISON

| | UHC PPO | UHC HDHP & Optum Bank HSA |
|--|---|---|
| Deductible (amounts cross-apply) <ul style="list-style-type: none"> Network Non-Network | (EE/Family) \$300/\$900 \$600/\$1,800 | (EE/Family) \$1,500/\$3,000 \$3,000/\$6,000 |
| Crowley Annual Contribution to HSA | N/A | \$750 individual / \$1,500 family |
| Coinsurance <ul style="list-style-type: none"> Network Non-Network | Plan pays 90% Plan pays 70% | Plan pays 90% Plan pays 70% |
| Preventive Care (network) | Plan pays 100% | Plan pays 100% |
| Office Visit Copay (network) | \$25 PCP/Specialist | Subject to deductible & coinsurance |
| Out of Pocket Maximum (EE/Family) <ul style="list-style-type: none"> Network Non-Network | (including deductible) \$2,900/\$8,700 \$5,800/\$17,400 | (including deductible) \$4,500/\$6,850 \$9,000/\$13,700 |
| Retail Rx Copay (Tier 1/Tier 2/Tier 3) | \$10/\$25/\$40 | Subject to deductible & coinsurance |
| Mail Order Rx Copay (Tier 1/Tier 2/Tier 3) | \$20/\$50/\$80 | Subject to deductible & coinsurance |

YOUR 2018 MONTHLY COST FOR MEDICAL

| | | UHC PPO | UHC HDHP |
|---|---|---|---|
| Tier 1 EE: 800 – 1000 Points EE+Sp: 1600 – 2000 Points | EE Only + Spouse/DP + Children + Sp/DP+Child(ren) + 1 Child | \$0 2.03% of salary to \$355.25 max 2.03% of salary to \$355.25 max 2.70% of salary to \$472.50 max 1.35% of salary to \$236.25 max | \$0 1.03% of salary to \$355.25 max 1.03% of salary to \$355.25 max 1.70% of salary to \$472.50 max 0.35% of salary to \$236.25 max |
| Tier 2 EE: 301 – 799 Points EE+Sp: 601 – 1599 Points | EE Only + Spouse/DP + Children + Sp/DP+Child(ren) + 1 Child | \$50 3.03% of salary to \$405.25 max 3.03% of salary to \$405.25 max 3.70% of salary to \$522.50 max 2.35% of salary to \$286.25 max | \$50 2.03% of salary to \$405.25 max 2.03% of salary to \$405.25 max 2.70% of salary to \$522.50 max 1.35% of salary to \$286.25 max |
| Tier 3 EE: 201 – 300 Points EE+Sp: 401 – 600 Points | EE Only + Spouse/DP + Children + Sp/DP+Child(ren) + 1 Child | \$75 4.03% of salary to \$430.25 max 4.03% of salary to \$430.25 max 4.70% of salary to \$547.50 max 3.35% of salary to \$311.25 max | \$75 3.03% of salary to \$430.25 max 3.03% of salary to \$430.25 max 3.70% of salary to \$547.50 max 2.35% of salary to \$311.25 max |
| Tier 4 EE: <= 200 Points EE+Sp: <= 400 Points | EE Only + Spouse/DP + Children + Sp/DP+Child(ren) + 1 Child | \$124 5.53% of salary to \$479.25 max 5.53% of salary to \$479.25 max 6.20% of salary to \$596.50 max 4.85% of salary to \$360.25 max | \$124 4.53% of salary to \$479.25 max 4.53% of salary to \$479.25 max 5.20% of salary to \$596.50 max 3.85% of salary to \$360.25 max |



YOUR 2018 MONTHLY COST FOR DENTAL AND VISION

| Plan | Your Cost |
|---|--|
| Delta Dental <ul style="list-style-type: none">• EE Only• EE + Spouse/DP• EE + Child(ren)• EE + Spouse/DP+Child(ren) | <ul style="list-style-type: none">\$4.00\$8.00\$8.00\$15.00 |
| VSP Vision <ul style="list-style-type: none">• EE Only• EE + Spouse/DP• EE + Child(ren)• EE + Spouse/DP+Child(ren) | <ul style="list-style-type: none">\$1.00\$2.00\$2.00\$3.00 |

HOW THE HDHP AND HSA WORKS

- **Enroll** in the UHC HDHP and **elect** the OptumBank HSA through BenefitFocus

Meet Your Deductible

You pay 100% of costs until you meet the deductible. Crowley funds 50% of the network deductible. Medical and Rx accumulate towards the annual deductible

Network Deductible

- \$1,500 individual / \$3,000 family

Out-of-Network Deductible

- \$3,000 individual / \$6,000 family

Pay Your Portion

Once you have met your deductible...

- UHC HDHP medical plan pays 90%
- You pay 10% “coinsurance” until you reach your out-of-pocket maximum

Reach Your Max

Once you reach the out-of-pocket limits below, UHC will cover expenses at 100% for the remainder of the calendar year

Network Maximum

- \$4,500 individual / \$6,850 family

Out-of-Network Maximum

- \$9,000 individual / \$13,700 family

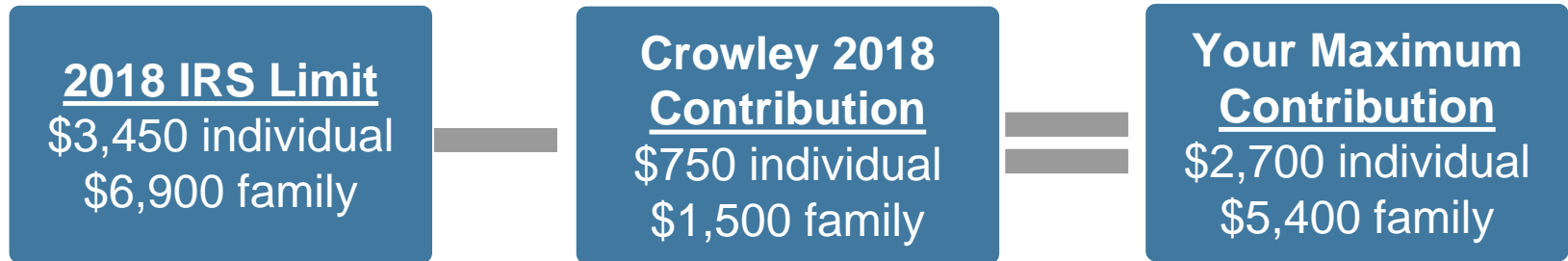


Use your HSA funds at anytime to pay for eligible out-of-pocket expenses. Crowley funds **50%** of the network deductible to your Optum Bank HSA.

- Annual HSA Contribution: \$750 single / \$1,500 family coverage

CONTRIBUTING TO YOUR HSA

Optum Bank Health Savings Account (HSA)



- You can contribute an additional \$1,000 if age 55 or older
- Crowley's HSA contribution covers 50% of the annual network deductible on the UHC HDHP!
- Crowley's HSA contribution will be deposited in one installment which takes place on the first pay date in January
- Additional contributions you elect to make will be deducted on a per paycheck basis
- Remember, additional payroll contributions you make are tax-free up to IRS limits, your savings grow tax-free, and money taken out for qualified medical expenses is income-tax-free (except for state tax income purposes in CA, NJ, and AL)

HSA ELIGIBILITY RULES



Eligible if:

- Enrolled in the UHC HDHP



Not eligible if:

- Enrolled in Medicare
- Covered by another medical plan that is not HSA qualified HDHP
- Can be claimed as a dependent on another person's tax return
- You have received Veteran's Administration (VA) benefits
- You or your spouse are covered by a general purpose health care FSA
- You don't have a valid U.S. physical address

USING YOUR HSA FOR QUALIFIED EXPENSES

Qualified

- Health Plan copays, deductible and coinsurance
- Specialty care (ex. chiropractor, acupuncture, cardiologist)
- Dental care (ex. braces)
- Vision care (ex. glasses, LASIK)
- Prescription medications
- Hearing aids (including batteries)
- Medical supplies (ex. crutches)



Typically Not Qualified

- Cosmetic surgery
- Over-the-counter medications (unless prescribed by physician)
- Teeth whitening
- Health club dues
- Nutritional supplements
- Premium for life insurance policies

- IRS Publication 502: Visit [irs.gov/publications/p502](https://www.irs.gov/publications/p502) for a list of expenses that generally qualify for payment or reimbursement

INVESTING IN YOUR OPTUM BANK HSA

Once your account balance reaches the \$2,000 threshold, you can choose to invest a portion of your savings



- An individual brokerage account with portfolio of mutual fund investments



- Contributions are deposited into an interest bearing account to use for current qualified medical expenses or save for future expenses



- For future qualified medical expenses, consider a long-term investing strategy

5 REASONS TO CONSIDER AN HSA

- 1 CROWLEY will fund **50%** of the network deductible for 2018!
- 2 You own the HSA account – take it with you wherever you go
- 3 No use-it-or-lose it rule. Unused funds never expire – money carries over
- 4 Use it for qualified healthcare expenses, save it for future expenses or invest it for retirement. Expenses can be for yourself, your spouse and eligible dependents.
- 5 Save on taxes! Contributions, earnings and distributions are tax free (state income taxes apply in CA, NJ and AL).

HOW DO I SELECT THE MEDICAL PLAN FOR ME?

Things to consider in selecting a medical plan:

- What is my budget and the cost of coverage, including payroll contributions?
- What kind of healthcare needs do my dependents and I have?
- How much do I spend each year on out-of-pocket medical expenses?
- What types of prescription drugs do my dependents and I need?



Do the math! Use these tools to help you estimate your costs:

1. “Manage Your Claims” on www.myuhc.com
 - Review your current and historical claims to estimate your usage for 2018
 - Download your claims and take the **Amount Billed minus the Plan Discounts** to estimate what the claim would cost under the new UHC HDHP
2. Crowley’s Health Contribution Calculator and Medical Cost Estimate Worksheet
 - Use the cost calculator to understand your payroll contribution for medical, dental and vision
 - Complete the worksheet to compare the cost for your medical plan options

OPEN ENROLLMENT CHECKLIST

All elections and changes must be made through the BenefitFocus online enrollment tool



You have until **October 27** to do the following:

- Switch between medical plans (UHC PPO or HDHP)
- Elect or decline dental and/or vision
- Add or cancel coverage for yourself or your dependent(s) for medical, dental and vision
- If you enroll in the UHC HDHP, decide if you want to make your own payroll contribution to the Optum Bank HSA
- If you enroll in the UHC PPO, decide if you want to make your own payroll contribution to the UHC health care FSA
- Decide if you want to enroll in the dependent care FSA

If you do nothing by October 27, your current medical, dental and vision elections will automatically roll over to 2018 but you will not have the HSA or FSA.

You must actively elect the HSA in order to receive Crowley's contribution.

HOW TO ENROLL OR MAKE CHANGES



Log in to BenefitFocus to get started!

- From the Crowley network, use the SSO link to be automatically be logged in:
[https://sp.benefitfocus.com/sp/startSSO.ping?PartnerIdpld=http://login.crowley.com/adfs/services/t
rust&TargetResource=https%3A%2F%2Fsecure2.benefitfocus.com%2Fsso%2Fhome](https://sp.benefitfocus.com/sp/startSSO.ping?PartnerIdpld=http://login.crowley.com/adfs/services/trust&TargetResource=https%3A%2F%2Fsecure2.benefitfocus.com%2Fsso%2Fhome)
- From outside the Crowley network, use the secure link:
<https://crowley.hrintouch.com/>

Username: First Name, Last Initial, Last 4 Digits of SSN

If the username is unavailable, a letter is added to the last name until it is unique. For example, John Smith 123-45-6789: If JohnS6789 is unavailable, the login becomes JohnSm6789. If JohnSm6789 is unavailable, the login becomes JohnSmi6789, etc.

Password: Last Name + Last 4 Digits of SSN

Step-by-step BenefitFocus enrollment instructions are posted on SharePoint

<https://crowley365.sharepoint.com/sites/HR/Benefits/Pages/default.aspx>

24/7 RESOURCES FOR YOU

- Check your wellness tier: www.crowley.com/wellness
- Find your salary info on PeopleSoft Employee Self Service: <http://peoplesoftsso.crowley.com/>
- Access the Healthcare Contribution Calculator and Medical Cost Worksheet: <https://crowley365.sharepoint.com/sites/HR/Benefits/Pages/default.aspx>
- Access Benefits and Live Well information, including BenefitFocus step-by-step enrollment instructions:
Employees: <https://crowley365.sharepoint.com/sites/HR/Benefits/Pages/default.aspx>
Dependents: <http://www.crowley.com/Benefits>
- UHC Medical and Optum Bank HSA tools: www.myuhc.com



Questions? Contact Benefits:
compandben@crowley.com
904-727-4235

CROWLEY[®]
People Who Know[®]