



Guide to Open Enrollment for 2022

November 1 to November 15

VIRTUAL BENEFITS EXPO:

Opens October 25th with presentations October 26–28

BENEFITS.LANL.GOV

BENEFITS@LANL.GOV

505-664-6947 (4-MYHR), OPTION 3

 **LANL Benefits**

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OCT 25-28

Attend the virtual Benefits Expo



NOV 1-15

Open Enrollment is available in Oracle from Nov. 1 to midnight MT on Nov. 15



JAN 1

Open Enrollment elections go into effect

What's New for 2022

Premiums

Premiums for medical insurance are increasing on average 5.5% across all plans and compensation levels, and vision is increasing 5%. See the 2022 premium rate chart for details.

Health Partner Services

CATAPULT HEALTH VIRTUALCHECKUP®

Complete your annual wellness visit virtually

LEARN TO LIVE

Virtual behavioral health support

HINGE HEALTH

Physical therapy solutions are expanding to include virtual short-term and preventive programs

Legal Insurance

ARAG now offers Estate Planning 101 resources free of charge. [Sign up](#) today to start receiving emails on the importance of estate planning (wills, trusts, powers of attorney, etc.) and how legal insurance can help.

2022 HSA Limits

Health Savings Account (HSA) contribution limits are \$3,650 for individuals and \$7,300 for families.

2022 FSA Limits

The Flexible Spending Accounts (Health Care Reimbursement Account, Dependent Care Reimbursement Account and Adoption Assistance Expense Account) limits have not yet been announced, but you can still elect to contribute to the 2021 maximums!

Annual Required Notices: Access at benefits.lanl.gov > Resources > Reports & Notices

Frequently Asked Questions

Do I have to go into Open Enrollment?

It is strongly recommended that you go into Open Enrollment to:

- Review your benefit elections,
- Ensure the correct dependents are enrolled,
- Elect a Flexible Spending Account (Health Care Reimbursement Account, Dependent Care Reimbursement Account and/or Adoption Assistance Expense Account) for 2022, elections do not automatically roll over.

If you are not making any changes to benefit elections for 2022 and do not need a Flexible Spending Account, no action is required — your 2021 elections will roll over into 2022 and any premium changes will automatically apply to your January 13, 2022 paycheck.

Do my 2021 elections roll over automatically?

Yes, except for Flexible Spending Accounts (FSAs): Health Care Reimbursement Account, Dependent Care Reimbursement Account, and Adoption Assistance Expense Account. If you want to enroll in an FSA for 2022, you must go into LANL Worker Self-Service to elect a contribution amount.

Need help making decisions about your benefits?

ALEX is here 24/7 to walk you through your benefits decisions.



Open Enrollment Checklist

Get ready for Open Enrollment

Benefits Expo OCTOBER 26–28

Attend a presentation. Schedule at benefits.lanl.gov.

Review Information BY OCTOBER 29

1. Review your current benefit elections to see if you need to make changes: [Oracle > LANL Worker Self Service > Benefits](#)

2. Check your mailing address: [Oracle > LANL Worker Self Service > Personal Information](#)
Any 2022 newly-issued insurance member ID cards will be sent to this address. If you need assistance updating your address, email rr-desk@lanl.gov.

3. Adding a new insurance dependent for 2022? Submit a [LANL Contacts Form](#) and required documentation to benefits@lanl.gov. New dependents must be included in your Open Enrollment elections made by midnight MT on Nov. 15.

Open Enrollment NOVEMBER 1–15

Ends midnight MT Nov. 15.

Open Enrollment election information

Elections must be made in LANL Worker Self Service between November 1 and midnight MT on November 15

[Oracle > LANL Worker Self Service > Benefits](#)

Update your Open Enrollment elections up until midnight MT on Nov. 15. Be sure to print or save your confirmation page each time you make a change as proof of your elections.

Do you need a 2022 [Flexible Spending Account \(FSA\)](#)?

2021 FSA elections do NOT automatically roll over. Elect FSA(s) and enter an annual (not per-paycheck) contribution during Open Enrollment.

Will you have a [Health Savings Account \(HSA\)](#) as of January 1, 2022?

The 2022 annual contribution limits are \$3,650 for individuals and \$7,300 for families. Establish your first 2022 per paycheck contribution during Open Enrollment.

Ensure your 2022 elections do not result in duplicate coverage

Is your spouse/domestic partner or child also a Triad employee? Each employee and dependent may only be covered once per insurance option under Plan rules.

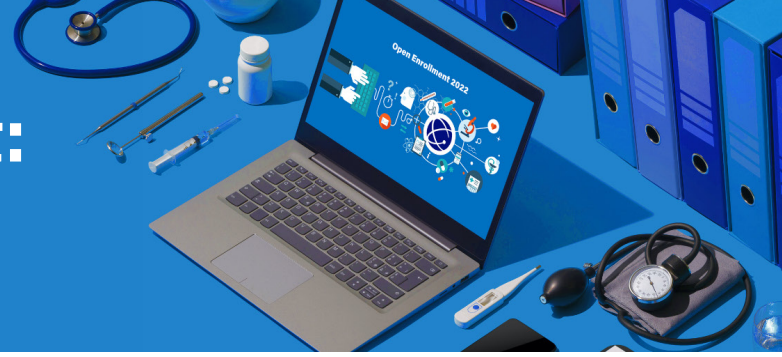
[Complete a survey by November 15](#)

Give your feedback! One-time completion earns you 500 Virgin Pulse points and entry into the post-Open Enrollment drawing.

Resources at benefits.lanl.gov

- [Guide to Open Enrollment 2022](#)
- [ALEX Benefit Decision Tool](#)
- [Premium Calculator](#)
- [How-to Guide for Open Enrollment Elections](#)
- [Plan Information](#)

After Open Enrollment: Year-End Reminders



Update beneficiaries

When was the last time you reviewed or updated your beneficiaries? If you need to make changes, refer to the [Beneficiary Designations](#) page for guidance.

MetLife email

If you newly elected or increased coverage for a life or disability plan and require an Evidence of Insurability (EOI) before approval, you will receive an email from MetLife to your LANL email in Dec. with access to your online EOI application. Contact [MetLife](#) with questions.

Need to update your 401(k) deduction?

Changes to your 401(k) deductions can be made directly with [Fidelity](#) (not Oracle).

Insurance ID cards will arrive by early Jan. 2022

Watch your mail for new member ID insurance cards or debit cards (as applicable) issued by the benefit carriers. Use your current card(s) until you receive new cards for 2022. If you expected a card but did not receive one, contact the applicable carrier in January. Find contact information [here](#).

Sign up for mail order prescriptions

Setting up home delivery for maintenance prescriptions is easy and may even save you money! Work with Express Scripts to get started by visiting www.express-scripts.com.

Review the Annual Required Notices

Access at benefits.lanl.gov > Resources > Reports & Notices

These are for reference only; no action is required.

If you have a 2021 Health Care Reimbursement Account (HCRA):

If you elected the PPO medical option for 2022 or waive medical insurance, you can continue to incur expenses against your 2021 HCRA until March 15, 2022, even if you elected an HCRA for 2022.

If you are changing to the High Deductible Health Plan for 2022 with a Health Savings Account (HSA), your HCRA funds may be used on expenses incurred through Dec. 31. Any unused funds are forfeited.

Plan Information

Medical

A choice of two medical plans through Blue Cross Blue Shield of New Mexico (BCBSNM) is offered. Both plans use the same network of providers and offer free preventive care, but how services are paid for differs.

MEDICAL PLAN COMPARISON

PLAN	PPO IN-NETWORK	HDHP IN-NETWORK
Premium Costs (\$ lowest to \$\$\$ highest)	\$\$	\$
Annual Deductible	\$300 Single \$900 Family	\$1,500 Single \$3,000 Family
Out of Pocket Max (includes deductible)	\$3,000 Single \$9,000 Family	\$3,000 Single \$6,000 Family
Coinsurance	10% after deductible	10% after deductible
Office Visits Primary Care	\$30 Co-pay	10% after deductible
MDLIVE Medical Virtual Visits	No charge	10% after deductible
Office Visits Specialist	\$45 co-pay	10% after deductible
Preventative Care	100% covered	100% covered
Prescription Drugs	Retail: \$7/\$35/\$55 Mail Order (90-day supply): \$14/\$70/\$110 Specialty: 15% up to \$125	20% after deductible
Urgent Care	\$30 co-pay	10% after deductible
ER Facility Charges	\$150 co-pay	10% after deductible
Consider this plan if you:	Would rather pay higher monthly premiums in order to have low per visit expenses and a lower annual deductible	Want to build tax-free savings in a Health Savings Account and would rather pay a higher deductible than monthly premiums

*Out-of-network costs differ. See the [side-by-side comparison](#) for more details.

Health partner services included with medical insurance coverage:

CONSUMERMEDICAL

Free medical second opinions and surgery decision support

MDLIVE

Non-emergency telehealth visits

HINGE HEALTH

Digital physical therapy

New in 2022: Short term and prevention solutions

EXPRESS SCRIPTS

Mail order pharmacy services

NEW IN 2022: CATAPULT HEALTH VIRTUALCHECKUP®

Virtual annual wellness visits

NEW IN 2022: LEARN TO LIVE

Virtual behavioral health support

VIRGIN PULSE WELLNESS PROGRAM INCENTIVES

Participating in the [Virgin Pulse Wellness Program](#) helps to improve your health and is a great way to earn Wellness Program incentives. Participants enrolled in the PPO medical plan will receive incentives in a Health Care Account (HCA) managed by Blue Cross Blue Shield. Participants enrolled in the HDHP plan need to enroll in an HSA to receive incentives.

Tax-Advantaged Accounts

Tax-advantaged accounts offer the opportunity to use pre-tax dollars to save and pay for qualified medical, dental, vision, dependent care or adoption expenses.

- [Health Savings Account \(HSA\)](#)
(requires HDHP election)
- [Health Care Reimbursement Account \(HCRA\)*](#)
- [Dependent Care Reimbursement Account \(DCRA\)*](#)
- [Adoption Assistance Expense Account \(AAEA\)*](#)

*The HCRA, DCRA, and AAEA require annual enrollment. Your 2021 contribution election will not automatically continue for 2022.

NOTE: ConnectYourCare is now Optum Financial for Flexible Spending Account management.

Dental

Dental coverage is offered through Delta Dental of New Mexico. The plan covers preventive care exams, restorative work and orthodontic services. Delta Dental in-network preferred providers offer the best value for covered services.

Vision

Vision coverage is offered through Davis Vision. The plan covers exams, contacts, lenses and frames. Participants can use any provider, but Davis Vision network providers offer the best value for covered services. Frames, lenses and contacts can also be purchased online.

Legal

Legal insurance, offered through ARAG, provides a convenient way to cover the cost of legal advice, whether it is a planned or unexpected expense. The plan provides assistance with routine preventive or defensive matters and covers most basic legal needs.



Life Insurance

Life insurance, offered through MetLife, provides a financial benefit to the named beneficiary(ies) in the event of the covered individual's death. Basic and Supplemental Life Insurance provide a benefit in the event of your death. Spouse/Domestic Partner Life Insurance and Child Life Insurance provide a benefit to you in the event of your spouse, domestic partner, and/or child(ren)'s death.

NOTE: MetLife requires an Evidence of Insurability (EOI) medical review for any new life insurance election or increase request for you and/or a spouse or domestic partner. MetLife will send a link for your medical review to your LANL email in December. Coverage is not guaranteed. You may reduce or waive your coverage at any time during or outside of Open Enrollment.

Accidental Death and Dismemberment (AD&D)

AD&D insurance, offered through MetLife, protects you and your family from the unforeseen financial hardship of an accident that causes death, dismemberment, paralysis or loss of sight, speech, or hearing. Coverage levels range from \$50,000 to \$500,000, with the option to also cover your spouse/domestic partner and children.

Disability

Basic Short Term, Supplemental Short Term, and Long Term Disability coverage are offered through MetLife. These income protection plans will pay a percentage of your salary if you are unable to work due to illness or injury.

BASIC SHORT TERM DISABILITY

Paid for by LANL, this coverage pays a weekly benefit of 60% of your eligible earnings up to \$800 per week for up to six months. Eligible employees are automatically enrolled in this plan. You cannot opt out.

SUPPLEMENTAL SHORT TERM DISABILITY*

This optional coverage pays a weekly benefit of 70% of your eligible earnings up to \$2,500 per week for up to six months. The premiums for this coverage are based on your age and salary. You may opt out at any time.

LONG TERM DISABILITY*

This optional coverage pays 50% of your salary to a maximum of \$10,000 a month after six months of disability, ending at your Social Security Normal Retirement Age. The premiums for this coverage are based on your age and salary. You may opt out at any time.

**NOTE: If you are not currently enrolled, election requests may only be made during Open Enrollment and require an Evidence of Insurability medical review by MetLife. MetLife will send a link for your medical review to your LANL email in December. Coverage is not guaranteed.*

2021 v 2022 Premium Changes at a Glance

Premiums for the plans listed below will change for 2022; all other plans will maintain the 2021 premium. Based on individual circumstances, deductions for plans with rates that are based on age and salary, such as life and disability insurance, may also be adjusted accordingly in 2022.

MEDICAL — PREFERRED PROVIDER ORGANIZATION (PPO)

Salary Band	Employee Only		Employee + Child(ren)		Employee + Spouse/ Domestic Partner		Employee + Family	
	2021	2022	2021	2022	2021	2022	2021	2022
less than or = \$40,000	\$63.00	\$66.50	\$112.50	\$118.50	\$130.50	\$137.50	\$180.50	\$190.50
\$40,001 to \$80,000	\$68.00	\$71.50	\$123.50	\$130.50	\$143.00	\$151.00	\$198.00	\$209.00
\$80,001 to \$120,000	\$74.00	\$78.00	\$133.00	\$140.50	\$155.00	\$163.50	\$213.00	\$224.50
More than \$120,000	\$91.00	\$96.00	\$162.50	\$171.50	\$189.50	\$200.00	\$261.50	\$276.00

MEDICAL — HIGH DEDUCTIBLE HEALTH PLAN (HDHP)

Salary Band	Employee Only		Employee + Child(ren)		Employee + Spouse/ Domestic Partner		Employee + Family	
	2021	2022	2021	2022	2021	2022	2021	2022
less than or = \$40,000	\$44.50	\$47.00	\$81.00	\$85.00	\$94.50	\$99.50	\$129.50	\$136.50
\$40,001 to \$80,000	\$50.00	\$53.00	\$88.00	\$93.00	\$103.50	\$109.00	\$141.50	\$149.50
\$80,001 to \$120,000	\$53.00	\$56.50	\$95.00	\$100.00	\$111.50	\$117.50	\$153.50	\$162.00
More than \$120,000	\$65.00	\$68.50	\$116.00	\$122.50	\$136.50	\$144.00	\$187.50	\$198.00

VISION

Employee Only		Employee + Child(ren)		Employee + Spouse/ Domestic Partner		Employee + Family	
2021	2022	2021	2022	2021	2022	2021	2022
\$0.54	\$0.56	\$1.13	\$1.18	\$1.07	\$1.12	\$1.57	\$1.64

See the [complete 2022 premiums chart](#) for details.



INTERNAL BENEFITS WEBSITE:

<https://int.lanl.gov/employees/benefits/index.shtml>

EXTERNAL BENEFITS WEBSITE:

<https://www.lanl.gov/careers/employees-retirees/new-hires/benefit-options/index.php>

CONTACT THE INSURANCE CARRIERS FOR INSURANCE SPECIFIC QUESTIONS:

<https://int.lanl.gov/employees/benefits/contacts/provider-contacts.shtml>