



**myBenefits**  
Health & well-being. Financial protection. Work/life harmony.

The BUZZ about Benefits!!!



## Summary of Changes for 2022 Benefits

### MEDICAL PLAN

- Small increase in medical base premiums, plus \$15 per pay period increase if you did not complete at least one of the Healthy Lifestyle Premium Discount program requirements in 2021.
- Healthy Lifestyle Premium Discount program continues! Complete your Health Assessment (open now), Annual Physical and Action Step to keep your medical premiums low in 2023. Click [here](#) for details.
- Increase in spousal surcharge to \$100 per pay period (this only applies if your spouse has access to other employer-sponsored coverage outside of Cone Health).
- CHOICE PLAN – PCP copay will increase by \$5; no cost for mental health/counseling for in-network visits.
- SAVE PLAN – no cost for mental health counseling/therapy after deductible for in-network visits.
- FOCUS PLAN – no cost for mental health counseling/therapy for in-network visits; copay increase for specialist, hospital, outpatient ambulatory surgery, radiology, and diagnostic lab services.

### PHARMACY

- Required participation with Cone Health's Specialty Pharmacy services for select specialty medications. Click [here](#) for details.

### DENTAL

- Small increase in dental premiums.

### SPENDING ACCOUNTS

- Increase in annual limit for Health Savings Account: \$3,650 for employee-only coverage, \$7,300 for all other coverage levels; +\$1,000 if over age of 55.
- Waiting on IRS to announce annual limit for Flexible Spending Account for next year. Current limit is \$2,750 for healthcare FSA.

### LIFE AND DISABILITY

- Small increase in supplemental life rates.
- Small increase in 1<sup>st</sup> day accident/8<sup>th</sup> day illness short-term disability plan.