

---

## **WHAT'S NEW FOR 2023:**

### **Q. Are there new features and updates to Medical, Dental, and Vision Insurance for 2023?**

A. We're excited to announce that benefit eligible employees now have three medical plan options to choose from. The new Gold Plan is a high quality medical plan with lower per pay period costs than the PPO plan. This addition allows greater flexibility to choose a medical plan that provides the right amount of coverage for you and your family.

Premiums on the Middlebury PPO plan will increase and premiums for the Panther Plan will decrease. We have also aligned premiums for Middlebury and MIIS for the PPO plan. Please refer to the Medical rates page in your Benefit Guidebook for more detailed information.

Your Dental and Vision rates and plans remain unchanged from 2023.

### **Q. Are there new features and updates to retirement for 2023?**

A. Yes! By popular request, we're happy to share that we will be adding a Roth Contribution option to the Voluntary 403(b) retirement plan in 2023. With the Roth option, your contribution will be taken out of your paycheck after your income is taxed. While this does not lower your current taxable income, the after-tax contributions and the earnings on them will be tax free upon withdrawal in retirement. The Roth contribution option will be available to employees in Oracle beginning January 9, 2023. Please contact TIAA at 1-800-42-2252 if you have questions about how you might benefit by making Roth deferrals.

### **Q. Can I make changes to my Life Insurance elections without completing medical forms?**

A. This year we have a special Open Enrollment opportunity for Voluntary Life Insurance for both employee and spouse coverage. This means you have the ability to purchase life insurance up to Guarantee Issue (GI) amount (\$200,000 for employees / \$25,000 for spouse) with no Evidence of Insurability which means no medical forms required as long as you stay within the GI amount.

## **ENROLLMENT & ELIGIBILITY:**

### **Q. Will the benefits I am currently enrolled in roll over to 2023?**

A. Between October 27th and November 11th, we are requiring all benefit eligible employees to take an active role in their 2023 benefits elections. This means you are required to log in to Oracle and go through the open enrollment process.

While many of your benefits will roll over, the IRS requires certain benefits to be re-elected each year. . You will need to re-enroll in the health and dependent care FSA for 2023. The IRS also requires that you re-enroll in your Health Savings Account (HSA) each year if you enroll in a HDHP. However, you can change your HSA deferrals throughout the year without an IRS Change in Status event by emailing the Benefits Team ([benefits@gmhec.org](mailto:benefits@gmhec.org)).