

FY26 Open Enrollment May 5-May 16 (changes only)

Effective Date: July 1, 2025



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Agenda

- Open Enrollment
- FY26 Medical Changes
- Be a Smart Healthcare Consumer
- Health Savings Account (HSA)
- FY26 Dental and Vision Changes
- Flexible Savings Account (FSA)
- FY26 Monthly Contributions
- Benefits Enhancements
- Ready to Enroll?

Open Enrollment

When can you enroll and/or make changes?

- ✓ FY26 OE is May 5 through May 16

Where do I do this?

- ✓ Confirm benefits, add or drop dependents, enroll or waive coverage in Workday

When are benefits effective?

- ✓ July 1, 2025 through June 30, 2026

REMEMBER: Open Enrollment is your only time to make changes to your benefits for the 2026 plan year unless you experience a qualifying life event.

Medical Plan Changes



Industry Challenge

- Healthcare costs continue to increase across the industry
- **Unprecedented number of high claims impacted rates with medical carrier**



Our Approach

- Developed recommendations and scenarios, making some adjustments to plans
- Used savings from Health Reimbursement Arrangement (HRA) FY26 adjustment to increase Simmons subsidy
- **Result: Rate increases kept below 10% across all plans, tiers and salary bands**



Our Commitment

- Continues to pay the majority of medical plan premiums
- Average of **77% of the total premium cost for full-time employees**, depending on the plan
- Medical plan choices are not changing

Medical Plan Choices

Medical plan choices are not changing. All enrolled employees will receive a new ID card.

HMO Plan	PPO Plan with Health Savings Account (HSA)
<p>Higher rates</p> <p>You must elect a primary care physician (PCP) to coordinate your care</p> <p>Can only use in-network providers to receive coverage (with the exception of emergency and urgent care)</p> <p>Available to residents MA, ME, NH, RI & VT</p>	<p>Lower rates</p> <p>High Deductible Health Plan, but you have the freedom to see any provider (both in and out of network)</p> <p>Access to a Health Savings Account (HSA)</p> <p>Available to members nationwide</p>

New! Prescription Drug Tiers

- Simmons will be moving to a **4-tier pharmacy benefit**, aligning with the Harvard Pilgrim Health Care standard.
- The dollar amount you pay is determined by the tier of the drug prescribed.
- **For most prescriptions, there will not be a change in tiers.** However, it is always a good idea to review which tier your current prescriptions are in.



Retail Pharmacy (up to a 30-day supply): \$10/\$25/\$45/\$70

Mail Order (up to a 90-day supply): \$20/\$50/\$90/\$140

Tier	Description
Tier 1	Low-cost generic drugs and certain over-the-counter medications
Tier 2	High-cost generic drugs and selected brand-name drugs
Tier 3	Brand-name drugs without generic equivalents and some high-cost generic drugs
Tier 4	Drugs not in Tiers 1, 2 or 3 (nonpreferred brands and highest-cost generics)

Prescription Drug Lookup

Search the easy-to-use online drug tier lookup at harvardpilgrim.org/rx (no login required)



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Notice

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Prescription drug list

Plan options ⓘ
2025 Premium 4-Tier

Search your plan's formulary or prescription drug list to find covered products and additional details.

Search by drug name



Drug name

Please have the name and dosage of your medication on hand. Some names may differ from the label on your prescription; for example, Levothyroxine may show as Levothyroxine Sodium.

Search by category

[Browse drugs alphabetically >](#)

[Browse drugs by therapeutic class >](#)




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2025 Premium 4-Tier prescription drug coverage

Harvard Pilgrim Health Care works with OptumRx for pharmacy benefit management services.


Find an OptumRx network pharmacy near you. See what drugs your plan covers, and if you have a deductible for prescriptions, use the Drug Pricing Tool to learn how much your drugs may cost before you reach the annual deductible.



Drug pricing tool



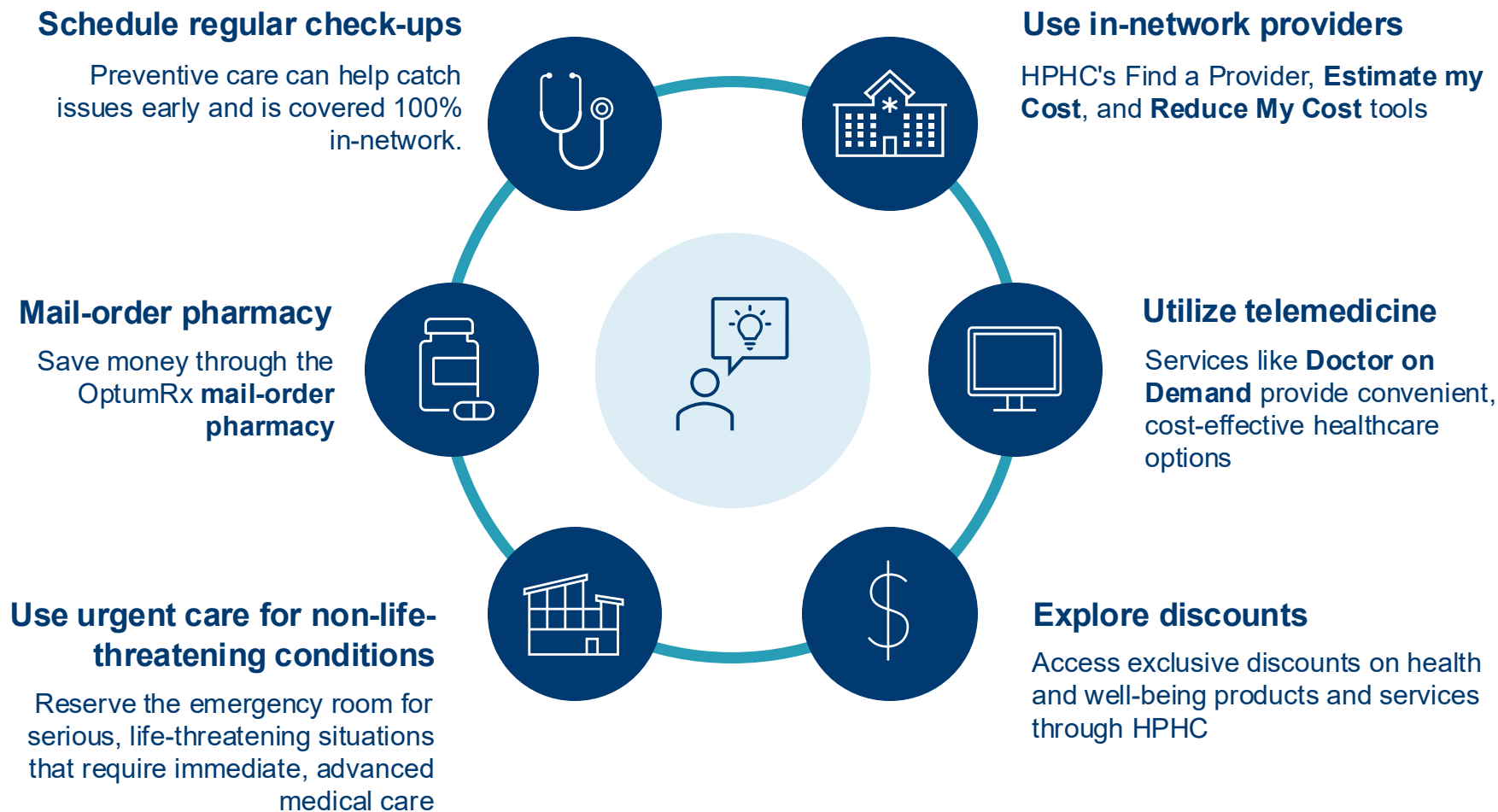
Find a network pharmacy



Prescription drug list

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Be a Smart Healthcare Consumer



Health Reimbursement Arrangement (HRA)

- To minimize increases to healthcare premiums and comply with HSA eligibility guidelines for the High Deductible Health Plan (HDHP), the HRA contribution will be adjusted for FY26.
- The HRA will be fully phased out on all plans after this plan year.

HMO and PPO Plan with HSA Coverage	Simmons HRA Contribution FY25	Simmons HRA Contribution FY26
Individual	\$500	\$250
Employee + 1	\$1,000	\$500
Family	\$1,000	\$500

HRA Deductible Responsibilities

HMO Plan				
	Total Deductible	Simmons HRA Contribution	Employee Deductible Responsibility	Simmons Deductible Responsibility through the HRA
Individual	\$1,000	\$250	\$750	\$751-\$1,000
Employee + 1	\$2,000	\$500	\$1,500	\$1,501-\$2,000
Family	\$2,000	\$500	\$1,500	\$1,501-\$2,000

PPO Plan with HSA*				
	Total Deductible In Network / Out-of-Network	Total Deductible In-Network / Out-of-Network	Employee Deductible Responsibility In-Network / Out-of-Network	Simmons Deductible Responsibility through the HRA
Individual	\$2,000/\$3,000	\$250	\$1,750/\$2,750	\$1,751-\$2,000/ \$2,751-\$3,000
Employee + 1	\$4,000/\$6,000	\$500	\$3,500/5,500	\$3,501-\$4,000/ \$5,501-\$6,000
Family	\$4,000/\$6,000	\$500	\$3,500/5,500	\$3,501-\$4,000/ \$5,501-\$6,000

**Employee is also eligible for Simmons HSA contribution, if employee elects the HSA.*

Health Savings Account (HSA)

If you elect the PPO Plan, Simmons contributes **\$500** to a Health Savings Account (HSA) for Individual coverage, and **\$1,000** for Employee + 1 or Family coverage. Contribution limits set by the IRS have increased to **\$4,300** for individuals and **\$8,550** for families. The catch-up limit remains **\$1,000** for individuals age 55+.

You need to elect your contributions during Open Enrollment each year.

**You and Simmons
contribute pre-tax**



It's a lot like contributing to your Retirement Plan – but for health care costs.

**Your account grows
tax-free**



It's tax-free as it grows, as any interest or investment earnings aren't subject to taxes.

**You make tax-free
withdrawals**



You can use funds to make eligible medical, dental, and vision expenses.

Dental Plan Changes

- There will be no plan design change to the BCBSMA dental plans.
- Less than 3% increase to **Enhanced Plan** rates, amounting to less than \$1 for individuals per pay period and less than \$3 per pay period for family coverage.
- **Core Plan**, which covers preventive care, will remain available to full-time benefit eligible employees at no cost.

New! Point32Health Vision Plan

- **Point32Health** is the parent company of Harvard Pilgrim Health Care.
- Coverage includes routine eye exams, eyewear discounts, and other member savings.
- No rate changes.

ID Card	Wide Access	Pre-Enrollment Support	Online Access
			
Members will receive ID card once enrolled	Wide range of in-person and online EyeMed Vision Care Network retailers	SmartStart@harvard-pilgrim.org Call 866-874-0817	point32health.org/vision-login Call 844-949-2173
<div>LENSCRAFTERS®</div>			

FY26 Medical Contributions – Monthly

HMO	<\$80,000	\$80,000+	Part-Time
Individual	\$272.19	\$303.89	\$661.14
Employee + 1	\$564.04	\$629.62	\$1,341.74
Family	\$865.24	\$965.84	\$2,067.21

PPO	<\$80,000	\$80,000+	Part-Time
Employee	\$174.49	\$194.43	\$632.14
Employee + 1	\$368.61	\$408.46	\$1,285.16
Family	\$565.44	\$626.57	\$1,971.39

FY26 Dental Contributions – Monthly

Core Plan	Full-Time	Part-Time
Individual	\$0.00	\$24.50
Family	\$0.00	\$71.22

Enhanced Plan	Full-Time	Part-Time
Individual	\$34.15	\$58.65
Family	\$99.18	\$170.40

FY26 Vision Contributions – Monthly

	All Employees
Individual	\$9.21
Employee + 1	\$13.36
Family	\$23.95

Unchanged from last year

Flexible Savings Account (FSA)

You can contribute to these accounts pretax (to save money in taxes) up to maximum amounts set by the IRS. Contribution limits set by the IRS have increased to **\$3,300**.

Your current elections do not carry forward. You must reenroll each year.

Health Care FSA	Limited Purpose FSA	Dependent Care FSA
<ul style="list-style-type: none">• \$3,300 annual maximum• 2.5 month grace period	<ul style="list-style-type: none">• Available if enrolled in PPO Plan• \$3,300 annual maximum• Used for dental & vision only• 2.5 month grace period	<ul style="list-style-type: none">• \$5,000 annual maximum• \$2,500 if filing taxes separately• 2.5 month grace period

Benefits Enhancements

Simmons recently enhanced time off for greater flexibility and expanded tuition benefits for employees and their families. Details can be found on the [Benefits website](#).



**Vacation Accrual
Increase**



**Sick Time
Rollover**



**Personal Day
Increase**



**Complete Degree
Remission Covered**

Ready To Enroll?

Not making any changes to your medical, dental, or vision coverage?

Current elections roll forward to the FY26 plan year!

Want to open or continue your enrollment in an FSA or HSA?

Current elections do not carry forward! YOU MUST RE-ENROLL!

Changing plans? Adding/dropping a dependent? Adding or waiving coverage? Increasing Voluntary Life coverage?

Make appropriate updates in Workday before May 16.



Questions?

Contact your dedicated HR
team at benefits@simmons.edu