



RESIDENCE HALL DIRECTORS/ASSISTANT HEALTH INSURANCE INFORMATION

As a Residence Hall Director or Assistant starting in January 2023, you will have a choice regarding your medical insurance. Due to provision of the Patient Protection and Affordable Care Act the School of Mines will be required to offer you and your qualified dependents coverage under an employer sponsored plan. The Student Health Insurance Plan is not considered an employer sponsored plan although the Student Health Insurance plan will still remain an option for you.

As of January 2023, you will also be offered medical and dental coverage under a plan through the School of Mines. If you chose to be insured through the Mines plans you will be charged a monthly premium as outlined below. Enrollment in the employer sponsored plan is optional and coverage may be declined.

Mines Employer Sponsored Plan

- Plan information and enrollment forms are available on the Mines Employee Benefits webpage
- For new hires coverage begins the first of the month following a 60 day waiting period which begins on your hire date
- Coverage ends on the last day of the month in which your job assignment ends
- If you incur a break in service of less than 26 weeks and are rehired you do not need to serve a new waiting period if you re-enroll in coverage. Coverage will be effective the first of the month following the start your new job assignment
- You and your qualified dependents, if applicable, must enroll in both medical and dental

Coverage per our contract with Anthem Blue Cross Blue Shield

- All premiums will be deducted monthly on a post-tax basis
- Coverage is based on four premium tiers, employee only, employee plus spouse, employee plus children, and family
- Please reference the 2023 Rate Sheet for premium information

· Example (Mines Employer Coverage): Your job assignments starts January 7. Your waiting period would end 60 days later on March 7. Coverage would then be effective the 1st of the month following the waiting period which would be April 1. Assuming your job assignment ends on May 15, your coverage would end May 31. If your summer contract started on say June 6, your break in service would be less than 26 weeks so coverage would start on the 1st of the month following your new job assignment or July 1.

Enrollment

· Enrollment forms are due in the Human Resources Office no later than the effective date of coverage or, within 31 days of hire/rehire, whichever is later. Looking at the previous example the enrollment form would be due in our office no later than April 1. If coverage was then elected again for the summer the enrollment form would be due in Human Resources no later than July 6



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Continuing Coverage

·In the event your coverage through the CHEIBA Trust ends you may have the option to continue your coverage through COBRA.COBRA coverage normally lasts between 18 and 36 months.Please be aware that you must pay both the employee and employer contributions plus a 2% administrative fee.More information on continuing coverage through COBRA is available in the Employee Benefits Book.For a COBRA rate sheet please contact the Benefits Office

Comparing Plans

·Plan information for the two employer sponsored plans is available in the Benefits Book posted on the Employee Benefits webpage.Information for the Student Health Insurance Plan is available on the SHIP webpage.Both employer sponsored plans the Student Health Insurance plans have an actuarial rating above 90.This means that for every one dollar spent on medical services the plan pays 90 cents or more.This is equivalent or better than a Platinum plan on the health insurance exchange/marketplace

Other Options

·Some students may have medical coverage through another source including but not limited to parents, spouse, or the healthcare marketplace.Students are welcome to keep these plans in place.There is no obligation to enroll in the employer sponsored plan and coverage may be declined. An offer of qualified coverage from Mines may negate an employee's ability to obtain a premium subsidy through the healthcare marketplace.Please check with Connect for Colorado directly for information regarding the healthcare marketplace.