

**MEMORANDUM**

TO: Juniata College Employees

FROM: Tracy Stough Grajewski

DATE: November 1, 2019

**RE: *Medical Plan Premium/Section 125 Election***

Juniata is please to introduce a new medical plan option for the 2020 plan year. In addition to the PPO option, participants will have the option to choose a Qualified High Deductible Health Plan (QHDHP) coupled with a Health Savings Account (HSA).

The monthly rates for both plans January 1, 2020 through December 31, 2020 are as follows:

<b>Coverage Level</b>	<b>2020 PPO Option</b>		<b>2020 QHDHP Option</b>	
Employee Only Monthly	Total Cost	\$727.15	Total Cost	\$661.39
	<b>Your Share</b>	<b>\$72.72</b>	<b>Your Share</b>	<b>\$66.14</b>
2 Person Monthly	Total Cost	\$1,681.24	Total Cost	\$1,529.19
	<b>Your Share</b>	<b>\$263.53</b>	<b>Your Share</b>	<b>\$239.70</b>
Family Monthly	Total Cost	\$2,008.68	Total Cost	\$1,827.02
	<b>Your Share</b>	<b>\$329.02</b>	<b>Your Share</b>	<b>\$299.27</b>

You are not required to complete a new Section 125 Premium Conversion Election of Benefits Form, unless you are making changes. Your election will remain on file. As you recall, Section 125 of the Internal Revenue Code allows you to pay your portion of the medical premiums with pretax dollars. The savings you recognize are equal to the amount of federal withholding and Social Security tax that is being paid on your share of the insurance premium.

If you have any questions or need information about Section 125, please contact Cady Kyle, Associate Director of Human Resources, at [kylec@juniata.edu](mailto:kylec@juniata.edu) or ext. 3197.

TSG/chk