It’s Time to Enroll in Benefits for 2019

A new Direct Primary Care benefit (see below)

Have Aflac? Beginning in 2019, employees who have Aflac supplemental coverage will receive bills directly from Aflac. Your premiums will no longer be deducted from your paycheck.

Unlike last year, you are not required to access the SmartSource portal to enroll if you are not making changes. Your current benefits elections will remain in effect for 2019. However, you will need to go online in order to:

• Enroll in the new EHP EPO plan.
• Update beneficiaries and enrollment dependents. Make sure you family’s information is up to date, and confirm that you are making changes to enrollment.
• Earn the tobacco-free credit. If you have tested as tobacco-free for two years in a row, you do not need a new screening. Voluntary tobacco screening is available through LabCorp.
• Enroll or re-enroll in a health care and dependent care flexible spending account. An FSA lets you set aside tax-free funds each paycheck for eligible health care or dependent care expenses. Represented employees are now eligible to enroll in health care and dependent care FSA accounts. Also, beginning in 2019, you can carry over up to $500 in your health care FSA account into 2020 and beyond.

Tuition Assistance—Good News! Effective Jan. 1, 2019, employees of The Johns Hopkins Hospital who are scheduled to work 36 hours per week (.9 FTE) will be considered full time and are now eligible to receive up to $10,000.

Making Time for Your Health: "Pushing the Boundaries of Science Every Day":

In his annual State of Johns Hopkins Medicine address, Paul Rothman, dean of the medical faculty and CEO of Johns Hopkins Medicine, covered a wide spectrum of topics as he celebrated accomplishments and unveiled plans for the organization.

Here are five takeaways from his talk:

1. "Pushing the Boundaries of Science Every Day": Johns Hopkins is "betting big on basic science" by investing $100 million to support faculty members and their laboratory teams, develop new graduate programs and better equip the core facilities that provide access to sophisticated instruments. A few of the major biomedical discoveries made this year include reversing heart failure in mice with Marfan syndrome and discovering rare forms...

Top 5 Takeaways from the 2018 State of JHM

THE OPEN ENROLLMENT SEASON for 2019 benefits is here. Open enrollment is the one-time each year that you can review your elections and choose the health care coverage that will work best for you and your family in the coming calendar year. This is your only opportunity to enroll in or make changes to your benefits, unless you have a qualifying change in status such as a birth, marriage or loss of coverage. Any changes you make will become effective Jan. 1, 2019.

As you prepare to make important decisions about your benefits options for 2019, here are a few highlights for Johns Hopkins Hospital and Health System Corporation employees to keep in mind:

Johns Hopkins Hospital and Health System Corporation
Open Enrollment dates: Oct. 15 through Oct. 31
You will now have a choice between TWO medical plans:

• The current PPO (preferred provider) plan—in-network and out-of-network providers; higher biweekly premiums but lower out-of-pocket costs
• A new plan with lower monthly costs, called an exclusive provider organization (EPO) plan—offers a wide choice of physicians and care providers who are in our network; lower biweekly premiums but higher out-of-pocket costs

New Employee Benefit Offers 24/7 Access to Primary Care Services

Making Time for Your Health: may soon be easier, and cheaper, thanks to a new employer-sponsored benefit being offered to staff members at the Johns Hopkins Health System in calendar year 2019.

Available for election during Open Enrollment, Oct. 15–31, Direct Primary Care is a new pilot benefit available to health system employees that offers 24/7 access to adult primary care services. Participants receive up to eight free appointments with a Direct Primary Care provider in the calendar year. Appointment times are longer, office hours are extended and video visits are available. Members can speak with a provider after hours through the phone and MyChart messages. Direct primary care can enroll only 1,600 participants during the pilot 2019 year.

Here are answers to top questions employees have about Direct Primary Care:

What is Direct Primary Care and how is it different from my current...
in tuition reimbursement. In addition, employees scheduled to work 36 hours per week will now be eligible to receive tuition reimbursement for their dependents who are attending college.

Employees hired after Jan. 1, 2018, are eligible for the dependent tuition benefit after four years of employment with the health system. Employees hired before Jan. 1, 2018, remain eligible after two years of employment.

EHP will be at Highland Hall in The Johns Hopkins Hospital to answer your questions during the following times: Oct. 16: 8 a.m. to noon Oct. 17: 8 a.m. to noon Oct. 22: noon to 5 p.m. Oct. 24: noon to 5 p.m. Oct. 30: noon to 5 p.m. Here are highlights for Johns Hopkins University School of Medicine employees:

Open enrollment dates: Oct. 19 through Nov. 7

Medical plan premiums: There will be increases to your medical plan premiums of about 4 percent. If you are waiving medical coverage, and have completed a medical waiver form, you will be eligible for the annual allowance of about 4 percent.

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State of JHM

continued from front page

of thunder protein linked to schizophrenia.

2. Patient- and Family-Centered Care: A $50 million gift from the Sheikh Khalifa Sayed Al Nahyan Foundation funded the Sheikh Khalifa Stroke Institute’s work providing cutting-edge stroke care in Baltimore research in detection, treatment and recovery.

3. Giving Back to Baltimore City: HopkinsLocal significantly exceeded its goals for Johns Hopkins to increase buying from local businesses, hire from Baltimore City ZIP codes and spend more toward city construction. “The health of the community has always been of great importance for The Johns Hopkins Hospital, and the bond will continue to strengthen in the future,” said Rothman.

4. Moving Ahead and Looking Forward: Employee well-being is a focus of the new five-year strategic plan—Innovation 2023. With a reported 50 percent of staff members experiencing burnout, the Joy at Hopkins wellness office led by Lee Daughtry Biddison, Deborah Dang and Richard Safer—was established to reduce workplace inefficiencies, restructure professional development and create a work environment that allows all employees to thrive.

5. “That’s What We Like”: The end of the State of Johns Hopkins Medicine address wowed the audience with a music parody of Bruno Mars’ “That’s What I Like,” performed by Johns Hopkins residents. The singing and dancing had the audience laughing as the doctors put on a performance that rivaled Bruno himself.

If you want to watch the State of Johns Hopkins Medicine speech in its entirety, please visit bit.ly/JvCazBCr.

Direct Primary Care

continued from front page

primary care or urgent care? Direct Primary Care promotes greater access to services. Participants can visit a Direct Primary Care provider—either in-person or by video—for select adult services with no copayments, out-of-pocket costs, or additional costs to their Employer Health Program (EHP) insurance plan for the first eight visits in calendar year 2019. Also available are longer appointment times, extended office hours, and after-hours phone lines to ensure that people receive care when and where they need it, even during high volume times such as flu season.

Who is eligible to participate in Direct Primary Care?

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Who is eligible to participate in Direct Primary Care?

All Johns Hopkins Health System employees and their adult dependents who elect an EHP insurance plan are eligible to enroll in Direct Primary Care. Spouses, partners, and children age 18 who are covered by a Johns Hopkins employee’s EHP insurance plan may also elect to participate in the benefit.

What services are covered under Direct Primary Care?

Participants receive standard adult primary care services, including an annual physical; office and video visits; point-of-care tests such as pregnancy, urine, flu, strip tests; prescriptions and refill; and medical reviews of tests performed by specialists and other physicians. Other clinical services are covered according to the selected EHP insurance plan.

Where is the Direct Primary Care practice?

The Direct Primary Care practice will open in January 2019 in the Medical Arts Building on the Howard County General Hospital campus. Video visits and consultations are available to help connect participants with a Direct Primary Care provider.

Visit jhpm.org/DPC for more information.

Noteworthy Information and Events

Get Ready for the 2018 United Way Campaign

As part of our commitment to the community, employees are encouraged to participate in the annual Johns Hopkins Medicine United Way campaign, benefiting United Way of Central Maryland. From Oct. 24 through Dec. 21, make an online donation and look out for departmental fundraising events. You can choose where your dollars go, including a specific community partnership or program or any 501(c)3 nonprofit organization, including eligible Johns Hopkins departments and programs.

Info: Visit hopkinsmedicine.org/ unitway for more information and resources.

Work and Family Fair Oct. 15

All Johns Hopkins faculty and staff members are invited to attend the Johns Hopkins Work and Family Fair on Monday, Oct. 15, from 11:30 a.m. to 1:30 p.m. in Turner Concourse on the East Baltimore campus. Learn about resources to maintain a healthy lifestyle, better integrate your work and personal life, and more.

Call for JHH Diversity Council Subcommittee Chairs

Would you like to lead change in the field of diversity, inclusion and health equity at the Johns Hopkins Hospital? The Diversity Council focuses on ensuring that The Johns Hopkins Hospital is an inclusive workplace with a diverse staff that provides the highest quality care, with compassion and respect, to all our patients. The council is searching for co-chairs or subcommittee chairs for the following committees:

- Workforce Diversity and Inclusion;
- Cultural, Spiritual and Linguistic Workforce Diversity and Inclusion; and
- Health Equity.

Info: niarbl@jhmi.edu

From the Editor

Hopkins Insider is published once a month by Johns Hopkins Medicine Marketing and Communications. Email your submissions at least 14 days prior to the requested publication date to Stephanie Price, editor, sprice2@jhmi.edu, for consideration. The upcoming issues are November and December.

Open Enrollment continued from front page

from one to eight times your annual base salary, to a maximum benefit of $3 million (basic and supplemental combined).

• You may be automatically bumped, in some cases, to the next coverage level to align with our new benefit structure if you currently have supplemental life or AD&D insurance and make no changes to your coverage for 2019.

Health care FSA contribution increases. The maximum health care FSA employee contribution will increase to $2,650 for 2019. You must re-enroll in the health care FSA and the dependent care FSA each year. Up to $400 of unused health care FSA funds will rollover into the next plan year.

Reminder about short-term disability coverage: There are no changes to your short-term disability coverage for 2019. Remember that annual enrollment is your opportunity to enroll in the short-term disability plan, which provides a benefit of 60 percent of your weekly base salary up to $2,500. This benefit was increased last year. Consider enrolling in this benefit to help protect your income if you need to be out of work due to an unforeseen illness or injury.

The myChoices tab on the benefits website at benefits.jhu.edu/mychoices is your primary resource for 2019 annual enrollment information, including plan details, benefits tools and the link to the enrollment site.

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