



November 3, 2021

MEMORANDUM

TO: All Benefit Eligible Faculty & Staff Employees

FROM: Adicia Waddell *AW*
Director of Human Resources

RE: 2022 BENEFITS OPEN ENROLLMENT

I am pleased to announce the 2022 Benefits Open Enrollment period for Xavier University of Louisiana will begin Thursday, November 4, 2021 and end on Tuesday, November 16, 2021. *All changes made during Open Enrollment will be effective January 1, 2022.* We will continue utilizing self-service online enrollment using Employee Navigator (*you will receive an email on November 4th containing log on and enrollment instructions*). Employee Navigator offers an intuitive way to make your elections using your smart device (cell phone, tablet or computer) and a Wi-Fi connection at any time during the Open Enrollment period.

Open Enrollment is your opportunity to review your current benefit elections to ensure that your health insurance continues to meet the needs of you and your family. **Please note, you will be required to log into Employee Navigator to complete your elections for 2022. Benefits will not automatically rollover for the new plan year. All current 2021 elections will terminate December 31, 2021.**

The members of the Xavier University Faculty and Staff Benefits Committee (the Benefits Committee) met and reviewed the Humana Healthcare proposal for the 2022 Benefit Year. As a result of the negotiations, the university was able to negotiate an overall 5.0% increase in the health plan premiums. There is an increase in the dental premiums. Vision premiums remain the same.

In addition, for your consideration, voluntary products will now be offered through Reliance. These products include Critical Illness and Accident coverage. Those with Whole Life will be able to maintain those policies through direct billing with UNUM (information will be mailed to your home from UNUM). Please see the attached Benefits Guide for plan coverage and rates.

It is imperative that all employees and their family members participate in the Wellness Program, to the greatest extent possible; to ensure that future rate increases are not substantial. The achievement of at least a Silver Status or above by September 1, 2022, will assist the university and employees in controlling the rate increase. Please feel free to contact me should you have any questions.