

2024

OPEN ENROLLMENT

What's new?

1

PREMIUM RATES

- Health insurance premiums will **NOT** increase for full-time employees plans in 2024. Dental premiums will have a slight increase and MetLife STIP and LTIP Buy Up will remain the same. There will be no plan design changes in 2024.

ANTHEM INSURANCE CARDS & COMBINED OUT-OF-POCKET MAXIMUMS

- All participants will receive new medical cards in 2024 and will be assigned a new **GROUP** number.
- Effective 2023, all plans have a **COMBINED out-of-pocket maximum to include both medical services and prescriptions.**

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FLEXIBLE SPENDING ACCOUNTS

- The annual contribution limit for Health Care Flexible Spending Accounts (FSA) **will increase to \$3,050**. The annual limit for dependent (day care) FSA will stay at \$5,000 per household. Up to \$610 will carryover from your healthcare FSA into 2025. **Up to \$570 will carryover into 2024.**

VOLUNTARY BENEFITS

- We are **THRILLED** to announce the addition of TWO new voluntary benefits in 2024: **Vision – Materials Only & Pet Insurance!** Employees may enroll directly through our third party administrator, Pierce Insurance during Open Enrollment.

4

Reminder: Every year, you must re-enroll for FSAs during Open Enrollment to participate in the new year.

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HIGH DEDUCTIBLE HEALTH PLAN W/ HSA

- Due to the IRS inflation rules, the deductible for high-deductible health plan enrollees will increase to \$3,200 (an increase of \$200) for employee-only coverage and \$6,400 (an increase of \$400) for dependent-level coverage.