



# 2024 Annual Enrollment Highlights

*October 18<sup>th</sup> thru November 3<sup>rd</sup>, 2023*



## What's Changing:

Medical premiums have increased – no changes to plan designs. The subsidy has increased.

Wellness discount has increased to \$60 for employees with an additional \$30 for enrolled spouses following completion of a biometric screening.

Dental premiums have increased – no changes to plan designs.

Long-term disability premiums have increased – no changes to plan designs.

Accident premiums have decreased, and plan features have been enhanced.

## What's Staying the Same:

Continued partnership with SLUCare/ SSM Health in Tier 1 Medical Plans.

No administrator, network, or carrier changes.

Enrollment through Workday.

This presentation highlights your benefits. Official plan and insurance documents govern your rights and benefits under each plan. For more details about your benefits, including covered expenses, exclusions, and limitations, refer to the individual summary plan description, plan document, or certificate of coverage. If any discrepancy exists between this presentation and the official documents, the official documents will prevail. Saint Louis University reserves the right to make changes at any time the benefits, costs, and other provisions relative to benefits.



# Medical and Prescription Drug Benefits



# State of Health Care

## Medical & Prescription Drug Costs

Healthcare spend continues to trend upward year-over-year due to rising treatment costs, increased health risk amongst consumers, underlying inflation, and other factors.

SLU continues to evaluate all possible opportunities to offset rising medical and prescription costs while continuing to offer competitive and comprehensive benefits to employees and eligible dependents.

## SLU Plan Costs

Health plan costs in 2022 were higher than expected, but costs in 2023 year-to-date have been trending as anticipated.

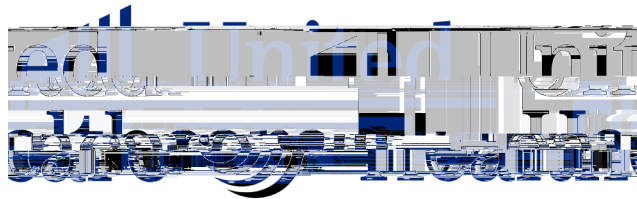
Similar to universities and employers nationwide, SLU's healthcare spend is expected to experience an increase in 2024. To prepare for this increase, there is a modest increase in contributions for 2024.

## Peer Institutions

In an effort to offer competitive benefits, SLU continues to monitor its peers and uses data collected from that review to support benefit design and program decisions.

# Medical and Prescription Drug Plan

- „ **Medical: UnitedHealthcare (UHC)**
  - Continue to offer two (2) medical plan options: Plus Plan and QHDHP Plan
  - Continued partnership with SLUCare/SSM Health in Tier 1.**
  - All plan designs will remain the same for 2024.
- „ **Prescription Drugs: Express Scripts (ESI)**
  - Continue to offer two (2) prescription drug plan options that pair with the medical plus plan and high deductible health plan offerings.
  - All plan designs will remain the same for 2024.



# 2024 Cost Sharing: Monthly & Bi-Weekly



Plan	Monthly Premium Non-Wellness	Monthly Premium Wellness	Bi-Weekly Premium Non-Wellness	Bi-Weekly Premium Wellness
<b>Plus Plan</b>				
Employee Only	\$201.00	\$141.00	\$92.77	\$65.08
Employee and Spouse	\$538.00	\$448.00	\$248.31	\$206.77
Employee and Child(ren)	\$470.00	\$410.00	\$216.92	\$189.23
Family	\$740.00	\$650.00	\$341.54	\$300.00
<b>Plus Plan—Employees Earning up to \$42,078</b>				
Employee Only	\$74.00	\$0.00	\$34.15	\$0.00
Employee and Spouse	\$392.00	\$302.00	\$180.92	\$139.38
Employee and Child(ren)	\$326.00	\$266.00	\$150.46	\$122.77
Family	\$586.00	\$496.00	\$270.46	\$228.92
<b>Plus Plan—Employees Earning over \$150,000</b>				
Employee Only	\$218.00	\$158.00	\$100.62	\$72.92
Employee and Spouse	\$588.00	\$498.00	\$271.28	\$229.85
Employee and Child(ren)	\$512.00	\$452.00	\$236.31	\$208.62
Family	\$806.00	\$716.00	\$372.00	\$330.46
<b>QHDHP Plan</b>				
Employee Only	\$502.00	\$373.38	\$154.90	\$117.69
Employee and Spouse	\$361.00	\$271.00	\$166.62	\$125.08

**NOTE: Wellness rates are reduced by \$60 for employees completing their biometric screening and an additional \$30 for covered spouses.**







# ESI Smart90 – Maintenance Rx



---

---

---

# SLUCarSSM er rp



SAINT LOUIS  
UNIVERSITY.  
— EST. 1818 —



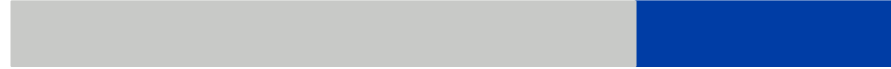
## Wellness Program Discount

- „ Saint Louis University is requiring biometric screening for anyone that wishes to receive a wellness premium discount in 2024.
- „ 2023 new hires that completed a biometric screening upon hire will not be required to complete an additional Fall 2023 screening to receive the 2024 premium discount.
- „ Biometric screening must be completed by December 31, 2023.
- „ Wellness discounts have increased for 2024:
  - \$60 for employees and \$30 additional for covered spouses



**SAINT LOUIS  
UNIVERSITY.**

— EST. 1818 —



# Price Transparency Tool Options

## UHC: myuhc.com and Health4Me app

View benefit summaries

View deductible accumulator

Find an in-network doctor or facility

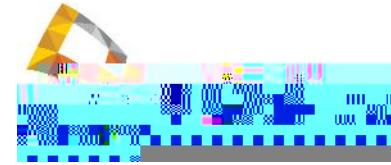
Use treatment cost estimati



# Health Savings Account



# HSA Contributions



## Maximum contribution limits

2024	IRS Maximum	SLU Seed Money *	Your Max Contribution
Individual	\$4,150	\$400	\$3,750
Family	\$8,300	\$800	\$7,500

- IRS maximum reflects a combined employer + employee contribution.
- You must make new elections for the 2024 plan year during annual enrollment. Current elections cannot be carried forward.**
- 55+ can fund an additional \$1,000/year as a “catch-up” contribution.
- SLU will only contribute money into an OptumBank administered HSA. If you choose to go to a financial institution of your choice, you will not receive the seed money.
- HSA seed money will be deposited on your first paycheck in January 2024.
- Funds must physically be in your account before disbursements can be made.
- Any money remaining in the account at the end of the calendar year rolls over into the next year.

# HSA Qualified Eligible Expenses

## Eligible Expenses

- ” Medical deductible and coinsurance payments

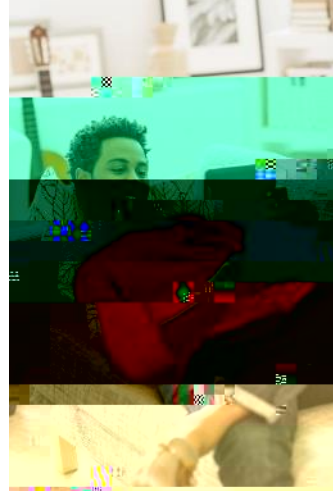
”





SAINT LOUIS  
UNIVERSITY  
— EST. 1818 —

# Flexible Spending Accounts



# Flexible Spending and Dependent Care Accounts

- “ You must be enrolled in a Plus Plan or not enrolled in a medical plan to be eligible for a Healthcare FSA. You are **NOT** eligible if you are enrolled in the QHDHP plan.
- “ Administration remains with Optum (formerly known as ConnectYourCare)
- “ You must make new elections for the 2024 plan year during open enrollment. Current elections **cannot** be carried forward.

Healthcare FSA: Total election amount less previous reimbursements are available at the time of transaction

Dependent Care FSA: Only the cash balance in your account is available at the time of transaction

2023 IRS Funding Limits on FSAs	
Healthcare FSA	\$3,050*
Dependent Care FSA	\$5,000**

# Eligible FSA Expenses

## Healthcare FSA Eligible Expenses:

- „ Copays, coinsurance, and deductibles for medical, prescription, and dental plans
- „ Eye exams, contacts, and eyeglasses
- „ Laser eye surgeries
- „ Hearing aids
- „ Over-the-counter medical supplies
  - Bandages, splints, contact lens solution, etc.
- „ Over-the-counter medications
- „ Menstrual care products

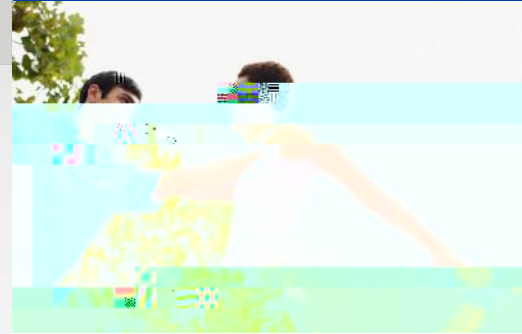
## Dependent Care FSA Eligible Expenses:

- „ Childcare or after-school care
- „ Care for an aging parent

Visit [www.irs.gov](http://www.irs.gov) and view Section 213(d) of the IRS Tax Code Publication 502 “Medical and Dental Expenses” for a complete list of eligible expenses.



SAINT LOUIS  
UNIVERSITY  
— EST. 1818 —







	Flex Plan		Basic Plus	
	PPO Network	Premier/ Out-of-Network	PPO Network	Premier/ Out-of-Network
<b>Deductible</b>				
<b>Individual</b>	\$50	\$50	\$25	\$25
<b>Family</b>	\$150	\$150	\$75	\$75
<b>Calendar Year Maximum</b>				
<b>Per Person</b>	\$1,500	\$1,500	\$1,000	\$1,000
<b>Preventive Care (member responsibility shown)</b>				
	0% no deductible	0% no deductible	0% no deductible	50% no deductible
<b>Basic Restorative Care (member responsibility shown)</b>				
	10% after deductible	30% after deductible	30% after deductible	65% after deductible
<b>Major Restorative Care (member responsibility shown)</b>				
	40% after deductible	60% after deductible	60% after deductible	80% after deductible
<b>Orthodontia</b>				
<b>Lifetime Maximum (per person)</b>	\$1,000	\$1,000	\$1,000	\$1,000
<b>Orthodontia</b>	50% For all members	60% For all members	50% For children to age 19 only	75% For children to age 19 only



**SAINT LOUIS  
UNIVERSITY**

— EST. 1818 —



# Long-Term Disability – New York Life

- „ New York Life will continue to be SLU’s Long-Term Disability (LTD) insurer.
- „ Coverage limits are not changing from 2023.
  - Available Benefits:** 60% of base earnings up to \$15,000 per month
- „ New York Life is requiring a modest rate increase for 2024.
  - The University pays the entire cost of coverage up to a base annual earnings of \$36,000; Employees pay for coverage above \$36,000.
  - Current LTD Rate:** \$0.320 per \$100 of covered payroll
  - New LTD Rate:** \$0.350 per \$100 of covered payroll
  - For example, if your annual earnings are \$50,000, SLU covers the LTD premium for the first \$36,000, thus your LTD premiums would be based on the remaining \$14,000 of earning. Your monthly contribution would be \$4.08 in monthly contributions for LTD coverage.
- „ Current LTD elections will rollover into 2024 based on the new rate – no action required on your part.







SAINT LOUIS  
UNIVERSITY  
— EST. 1818 —

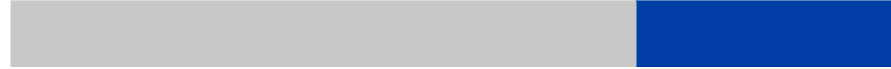
# Voluntary Accident Coverage





**SAINT LOUIS  
UNIVERSITY.**

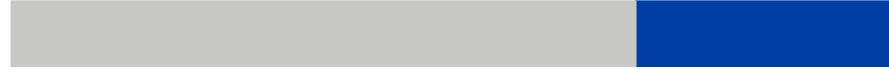
— EST. 1818 —





**SAINT LOUIS  
UNIVERSITY.**

— EST. 1818 —





SAINT LOUIS  
UNIVERSITY  
— EST. 1818 —

# 2024 Annual Enrollment



# 2024 Annual Enrollment

- „ Plan elections are effective January 1, 2024, and are binding for the 2024 plan year, unless you experience a qualifying life event:
  - Marriage
  - Birth/adoption
  - Divorce
  - Death
  - Change in employment status
  - Change in dependent status
- „ Changes to Dependent Care FSA are allowed in limited circumstances.
- „ Life status changes allow you to make benefit election changes.
- „ Benefit changes must be requested in Workday within 31 days of life change.

# 2024 Annual Enrollment

- „ Open enrollment will be held from October 18<sup>th</sup> through midnight November 3<sup>rd</sup>, 2023.
- „ If making changes, do so through **Workday**.
  - Open enrollment is a good time assess your benefits, review your benefits for the upcoming year, and review your life insurance beneficiaries
  - Current medical, dental, vision, life, and accident elections will carry forward.
    - If you are planning to cover your spouse on the medical plan in 2024, then you are required to complete a Medical Plan Affidavit in Workday.
  - All HSA, dependent care FSA, and healthcare FSA participants will need to make an election for 2024; current deductions **will not carry forward**.
- „ For more information, refer to your 2024 Benefits Guide.
- „ Questions? Contact [benefits@slu.edu](mailto:benefits@slu.edu) or (314) 977-2595.



# Appendix

# Working Spouse Rule

- „ Applies to spousal eligibility on the medical plan only.
- „ Full-time, working spouses who have access to medical coverage through their employer are not eligible for SLU's medical plan.
- „ Spouses are eligible if they:
  - Are not employed or are self-employed.
  - Do not have access to qualifying coverage where his/her employer contributes



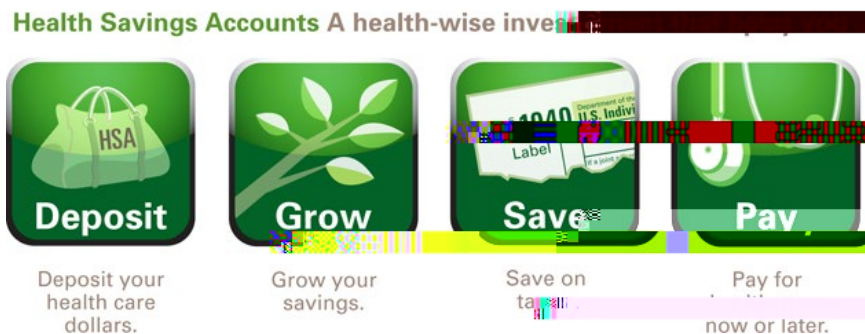
# Considerations of the QHDHP

- „ Enrolling in the QHDHP plan may provide advantages depending on your individual and family healthcare needs.



# Health Savings Accounts

- „ For Qualified High Deductible Health Plan (QHDHP) participants only.
- „ HSAs are designed to help you save and pay for your healthcare now and when you retire.
- „ Triple tax savings:
  - Put money in pre-tax
  - Grow your savings tax free
  - Pay for qualified medical expenses income tax free
- „ The account is always yours and will travel with you throughout your life.



# HSA Eligibility for Account Holders Only



„ You are eligible to open and contribute to an HSA if you:

Are covered by a qualified high deductible health plan (QHDHP)

Are not covered by any other health plan which is not a QHDHP

Are not enrolled in Medicare, Medicaid, or TRICARE

„ If you don't meet one of these eligibility requirements, you can still enroll in the QHDHP plan, but will not be eligible to contribution to an HSA.

# Voluntary Life Benefits – New York Life



”



# Voluntary Vision Benefits – VSP



- “ Coverage remains with Vision Service Plan (VSP)
  - No change to benefits or contributions
- “ In-Network vs. Out-of-Network Claims
  - In-Network** = no claim forms to complete
  - Out-of-Network** = must submit claim form for reimbursement
- “ VSP.com
  - Find a provider (Network: Choice)
  - Register and review benefit information
  - Discounts available
  - Print an ID card if desired (not needed to use benefits)

## 2024 Vision Rates

Tier	Vision Plan	
	Monthly	Bi-Weekly
Employee Only	\$7.02	\$3.24
Employee and Spouse	\$12.76	\$5.89
Employee and Child(ren)	\$13.38	\$6.18
Family	\$20.66	\$9.54





	Vision Plan	
	In-Network	Out-of-Network
<b>Exam</b>		
Wellvision Exam	\$10 copay	Up to \$45 allowance
<b>Lenses</b>		
Single	\$10 copay	Up to \$30 allowance
Bifocal	\$10 copay	Up to \$50 allowance
Trifocal	\$10 copay	Up to \$65 allowance
<b>Frames</b>		
	\$150 allowance for a wide selection of frames; \$170 allowance for featured frame brands; 20% on the amount over your balance	Up to \$70 allowance
<b>Contacts (in lieu of gl2 (o)-6..651 64(s)-7.2 (es)-7.2 )e</b>		

# Voluntary Legal Benefits - MetLaw



„ MetLaw provides access to a wide-range

# Voluntary Identity Theft – LifeLock



SAINT LOUIS  
UNIVERSITY  
— EST. 1818 —

"

