Business Manager’s Meeting
Annual Enrollment Presentation
2024 Plan Year
Annual Enrollment Timeline

- **Annual Enrollment Begins**: October 1, 2023
- **Annual Enrollment Ends**: November 15, 2023 – 4pm
- **Effective Date of Changes**: January 1, 2024
All benefits eligible employees will have an Open Enrollment benefit event in their Workday Inbox in Workday.

Passive Enrollment - current benefits will rollover with the EXCEPTION – Flexible Spending Account(s) (FSA) and Health Savings Account (HSA) elections must be re-elected each year.

Event will be active from 10/1/2023 through 4 PM on 11/15/2023, changes after OE closes will not be accepted.

Employees hired between 10/1-11/1 need to work both their new hire and Open Enrollment events in Workday.
Review all communications regarding Annual Enrollment

Educate yourself on plan offerings

Provide proper documentation, where applicable

Ensure changes have been properly submitted by the DEADLINE and keep a copy of confirmation

Verify insurance premiums are correct

Verify contact information is correct in Workday
LSU First Meetings

Thursday 10/5
2:00pm-3:00pm

Thursday 10/17
10:00am-11:00am

Wednesday 11/1
2:00pm-3:00pm
OGB will be hosting in-person regional meetings

Baton Rouge Region: October 17, 2023
9 am or 2 pm

State Police Headquarters
Auditorium, (BLDG A)
7919 Independence Blvd.
Baton Rouge, LA 70806
Benefits Fair

Date: Tuesday, October 24, 2023
Time: 10am-2pm
Location: Royal Cotillion Ballroom, LSU Student Union

Benefit & Retirement Vendors
- Baton Rouge General providing some health screenings
- PBRC providing some screenings & info on studies
- Flu Shot Clinic
Do you want to learn how to build wealth?

Join us for Wealth Building 101

Special Guest:
Don Chance, PHD, CFA-James C. Flores Endowed Chair of MBA Studies and Professor of Finance
& Clay Jones, Associate Vice President & CHRO

Two Sessions:
Monday, October 30, 2023, at 9 am
Tuesday, November 7, 2023, at 2 pm

Visit LSU HRM Training Webpage to Register
Things to consider

- Complete a Benefit Needs Assessment of your current benefits each plan year!
  - Life events or change in circumstance
  - Monthly Premiums
  - Provider Network
  - Covered medical and prescription services
  - Deductible, Coinsurance, and Copays
  - Prescription coverage and costs
  - Estimated out-of-pocket costs
  - Dependent coverage needs
  - Building Wealth
Boots Scoot and Boogie

Benson Boudreaux boogied too hard and fractured his ankle. He went to the ER and received an x-ray. He purchased crutches and needed physical therapy.

<table>
<thead>
<tr>
<th>Service</th>
<th>LSU First</th>
<th>Magnolia Local Plus</th>
<th>Pelican HSA 775</th>
</tr>
</thead>
<tbody>
<tr>
<td>EE Only Premium</td>
<td>$218.02</td>
<td>$217.90</td>
<td>$78.72</td>
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<tr>
<td>ER Visit</td>
<td>$150 (copay)</td>
<td>$200 (copay)</td>
<td>$900 (deductible)</td>
</tr>
<tr>
<td>X-Ray</td>
<td>$0 (FC provider)</td>
<td>$175 (deductible)</td>
<td>$175 (deductible)</td>
</tr>
<tr>
<td>Crutches</td>
<td>$0 (FC provider)</td>
<td>$60 (deductible)</td>
<td>$60 (deductible)</td>
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<tr>
<td>PT Visits (4)</td>
<td>$0 (FC provider)</td>
<td>$100 ($25 copay)</td>
<td>$400 (deductible)</td>
</tr>
<tr>
<td>Total Cost</td>
<td>$150</td>
<td>$535</td>
<td>$1,535</td>
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</tbody>
</table>
2024 Considerations

- National Medical Trend: 6%
- National Pharmacy Trend: 9%
- Legislative Mandates
Office of Group Benefit plans: 6.15%

- Vantage Medical Home HMO no longer being offered
- Members will be defaulted into Magnolia Local Plus or Blue Advantage plan
- No plan design changes
LSU First: 6%

- Medical management team changing from Highcare to WebTPA
- No plan design changes

LSU First Retiree Medicare Plan: 5.7%
2024 Wellness Credit

- Measurement Period
  - 11/1/22 – 10/31/23
- Up to $35/month
  - Employee and covered Spouse

Requirements:
- Preventive PCP visit
- Biometric Screening
- Mandatory Care Coordination – if identified in 2024 Plan Year
2025 Wellness Credit

- Measurement Period
  - 11/1/23 – 10/31/24
- Up to $35/month
  - Employee and covered Spouse

Requirements:
- Preventive PCP visit
- Biometric Screening
- Mandatory Care Coordination
  - if identified in 2025 Plan Year
- **Deadline each plan year is September 30th**

- **Requirements:**
  - or call 1-877-841-3058
  - Complete your clinic
User-Friendly Member Portal
New Mobile App - Coming Soon!

On-the-go functionality to view ID cards, check eligibility, review claims, and more!

Available for Android, iPhone, iPad
Other Benefits

- Dental - No rate or plan changes
- Vision - No rate or plan changes
- AD&D - No rate or plan changes
- Long Term Disability - No rate or plan changes
- Accident - No rate or plan changes
- Critical Illness - No rate or plan changes
Life Insurance

- United Healthcare - Employee Coverage

- Maximum coverage amount is 3 times your annual salary or $350,000, whichever is less. Coverage must be in $10,000 increments

- If you are currently enrolled, you may increase your coverage by $10,000, up to the maximum limit, with no EOI

- If you are not enrolled, you may elect $10,000 with no EOI

- Note: if you or spouse have been previously declined for coverage by UHC, you must re-submit EOI and be approved to elect new or additional coverage in any amount.
United Healthcare - Spouse Coverage

- Coverage available up to 50% of the Employee’s coverage, up to the maximum of $100,000. Coverage must be in $5,000 increments.

- A spouse must submit EOI and be approved to elect any new or additional coverage up to the maximum.
Life Insurance

- United Healthcare- Child Coverage
  - Coverage in $5,000 increments, up to a maximum of $20,000 per child.
  - Premium covers all children.
  - Note: Employee must be enrolled in life plan to cover children.
Administered by MetLife
Dog & Cats only
Pick your level of coverage from $500 – unlimited
0-$2,500 deductible options
Reimbursement percentage from 50%-100%
Visit [www.metlife.com/getpetquote](http://www.metlife.com/getpetquote)
Call 1-800-GET-MET8
Scan the QR code
New Identity Theft Protection Vendor 2024

- MetLife + Aura effective 01/01/2024
- All current participants will roll over to MetLife
- Current accounts with Identity Force will term 12/31/2023
- Members will need to register new accounts under MetLife/Aura platform to maximum benefits
Flexible Spending Accounts

• Tax-sheltered dollars set aside for out-of-pocket medical and/or dependent care expenses

• Administrative Fee is waived for the 2024 plan year.

• Grace period for:
  – Charges: March 15 of the following plan year
  – Claims: April 15 of the following plan year

Use it or lose it!
Flexible Spending Accounts

**Healthcare**
- $3,050 max per year
- For medical, dental, and vision expenses such as copays, deductibles, over the counter medications.

**Dependent Care**
- $5,000 max per year per taxable household
- For daycare (up to age 13) or elder care expenses
Employee Assistance Program (EAP)

Effective November 1, 2023 - Administered by Aetna Resources for Living

- **Emotional well-being support**: Includes access of up to 6 counseling sessions per issue each year.

- **Daily life assistance program**: Personalized guidance to find resources to support childcare, parenting and adoption, school and financial aid research, caregiver support, and even resources to assist with your home repair.

- **Legal Services**: Free 30-minute consultation with a participating attorney for topics such as family law, elder law, estate planning, real estate transactions, wills and other document preparation.

- **Financial Services**: Free 30-minute consultation for financial topics such as budgeting, retirement, or financial planning, credit and debit issues, college funding, and tax and other IRS questions.
Resources
Benefit Resources

HRM Benefits Website: www.lsu.edu/benefits/ae

• Annual Enrollment page
• Videos
• Resources
• Benefit Guide
Learning About Your Health Plan Benefits
Putting YOU First!
Benefit Guide & New Hire Guide

- Available on Benefits webpage
- LSU Branded Guide for Open Enrollment and for New Hires
- Great tool for recruitment of prospective employees
Benefit Advocate Center

They specialize in understanding the technical nature of benefits and how to work with LSU benefit vendor & partners, so you don’t have to.

Benefit Advocate Center
Call: 866-607-5325
Email Anytime: bac.lsu@ajg.com

Hours of Operation Weekdays, 7 a.m. to 6 p.m. Central time