

BENEFITS OPEN ENROLLMENT HIGHLIGHTS

2024 BENEFITS

Open Enrollment for 2024 benefits is coming **October 17 – October 31, 2023**. This is your annual opportunity to elect, change, or waive benefits for the upcoming plan year.

Please note the following changes to your benefits for 2024. Be sure to review your enrollment materials for full details.

What's New for 2024?

- **Medical Plan Deductibles:** Due to updated IRS limits for 2024, HDHP deductibles will increase to \$1,600 individual/\$3,200 family for in-network services and to \$3,200 individual/\$6,400 family for out-of-network services. PPO deductibles will not change.
- **New Progyny Fertility Benefit:** Baylor medical plan members will have access to Progyny, a comprehensive fertility and family building benefit that supports all paths to parenthood.
- **New Dental Plan Administrator:** UnitedHealthcare Dental will replace Cigna Dental. There will be no change in plan design, and the plan will now offer enhancements such as teledentistry, prenatal dental benefits, and oral cancer screenings.
- **New HSA and FSA Administrator:** HSA Bank will replace Benefit Wallet and HealthEquity as the administrator for the Health Savings Account and Flexible Spending Accounts.
- **HSA Contribution Limit Increase:** The IRS has increased the amount you can contribute to the Health Savings Account in 2024 to \$4,150 for individuals and \$8,300 for families.
- **New EAP Administrator:** Optum Health will replace ComPysch Guidance Resources as the administrator for the Employee Assistance Program. The new plan will be effective December 1, 2023, and will offer 5 visits per person per issue.



ACTION REQUIRED

All benefit eligible faculty and staff must actively enroll in benefits for 2024.

Get Prepared

Take advantage of the resources Baylor offers to help you get the most out of your benefits.

- Review your Benefits Guide to learn about your 2024 benefits.
- Call **1-254-710-2000** and **press 1** to get answers to your benefit questions or to enroll by phone with a Benefits Counselor.
- Scan here or visit <https://hr.web.baylor.edu/2024benefits> to review plan details and access the Benefitfocus enrollment system.

