

GVSU BENEFITS COMMITTEE

2024 Open Enrollment & Wellness Update

The information contained in this presentation is confidential and is for the sole use of the members of the GVSU Benefits Committee.

AGENDA

- ✓ Welcome & introductions
- ✓ Annual wellness update
- ✓ 2023 Open Enrollment
- ✓ Definitions & retirement information

Wellness: Wellness Coaching



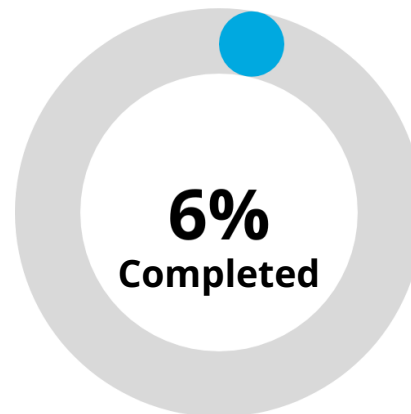
2021

870 participants
Coaches: Priority Health



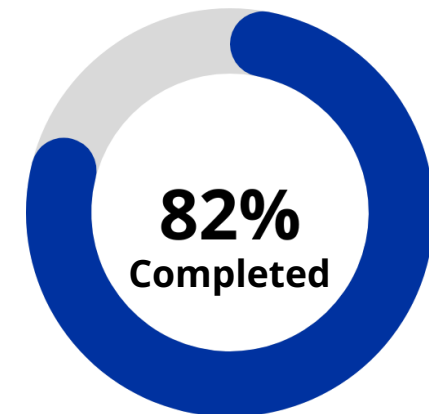
2022

~870 participants
Coaches: Virgin Pulse



2023

543* participants
Coaches: The McCahill Group



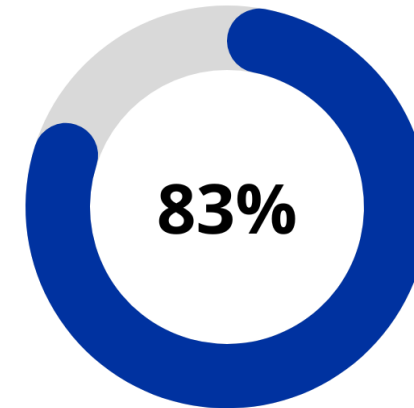
*Stats from September 11; program year incomplete.

Wellness: Wellness Coaching



Top Areas of Focus:

- Activity/exercise
- Nutrition
- Stress/mental and emotional health
- Overall life satisfaction (Improved sleep, more joy, etc.)



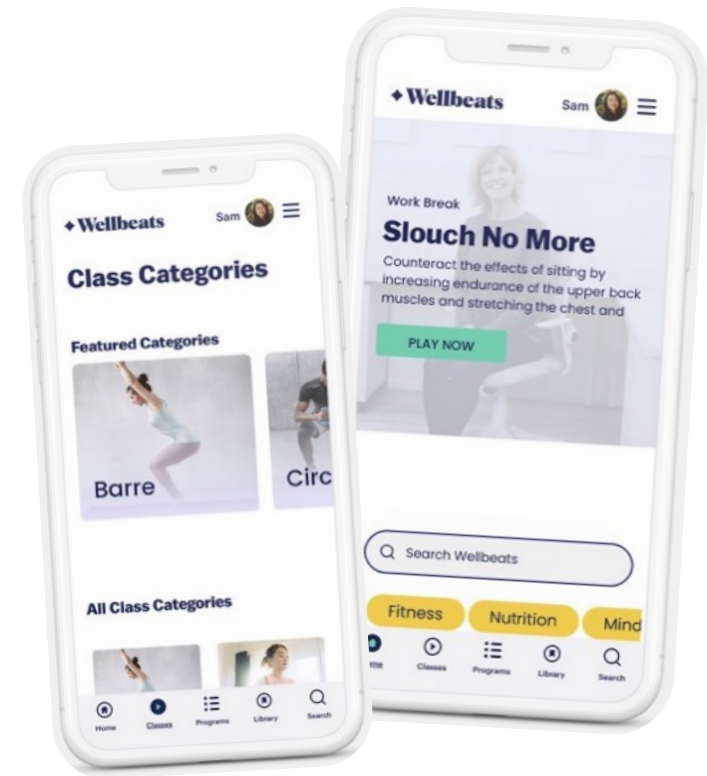
83% of participants reported coaching improved or greatly improved their work performance and productivity.

Wellness: Wellbeats

- Wellbeats is a virtual fitness and well-being platform designed to provide on-demand access to streaming video content built to help you Thrive.
- Access expert led fitness, nutrition, and mindfulness classes for all ages, levels, abilities, and interests.

◆ Wellbeats

Wellness

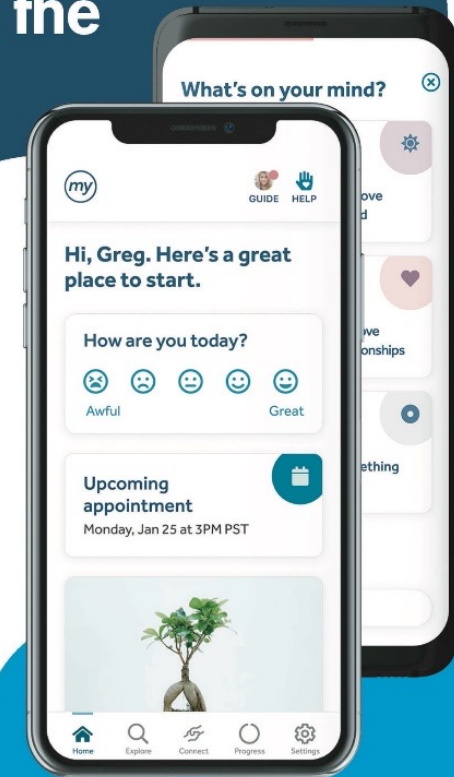


Wellness: myStrength

- Sign up by visiting **myStrength.com**
- Use the access code: ***priorityhealth***

Strengthen your emotional health whenever, wherever you need to with the myStrength app.

 myStrength



Wellness: Work Life Consultant

Powered by
Encompass








Gary Atkins

Work Life Consultant


Gary is available to meet with individuals virtually or in-person to discuss personal or professional issues impacting wellness and provide support and resources. He will also be available to assist in the conflict resolution process, provide departmental support, and more.

Wellness: My Life Expert






[FAMILY](#) [HEALTH](#) [FINANCIAL](#) [CAREER](#) [LIVING](#) [MILITARY](#) [COLLEGE LIFE](#)

 [ESPAÑOL](#) [FRANÇAIS](#)


Suicidal Behavior


Suicide causes immeasurable pain and suffering






Need Help?


Connect with a qualified professional today

 **800-788-8630**
Call for Support

 **Live Chat**
8am-5pm EST, Mon.-Fri.



 **Articles**


[Get Recommendations!](#)  



Preparing for a Hurricane or Other Tropical Storm



Get your family and pets ready


 



For Young People Looking for Help



Mental health problems don't only affect adults


 



Helping Youth Cope with Stress

Tips for parents

 **MY BENEFITS**

Online Service Request Forms

Request Form for Counseling

If you want to schedule an appointment with a counselor to address personal, work or life stressors, please complete this form.

[CLICK HERE](#)

Request Form for Daily Living Issues

Use this form to request work/life resources and referrals that are designed to assist you. These items can include but are not limited to legal/financial, child care, pet care, housing services, education, elder and adult care and more.

[CLICK HERE](#)

Wellness: Walktober Challenge

October 2 – November 1



Wellness: GVSU's Support Team



Gary Atkins
Work Life Consultant,
Powered by Encompass



Christine
Care Manager,
Priority Health



Wellness Coaches
Thrive at GVSU,
The McCahill Group

Flu Shot Clinics



2023 GVSU Flu Shot Clinics:

- September 25, 1-3pm, DCIH 104
- September 27, noon-2pm, Kirkhof Center 2263
- October 3, 1-3 p.m., University Club (DeVos Center)
- October 11, noon-2pm, DCIH 104
- October 12, noon-2pm, Fieldhouse Hall of Fame Room
- October 16, 11am-1pm, Kirkhof Center 2263
- October 19, noon-2pm, DeVos Center 119E
- October 20, 9-10am, Muskegon Campus AWRI
- October 26, 11am-1pm, Fieldhouse Hall of Fame Room

Open Enrollment 2024

2024 Open Enrollment begins

October 24th at 8 a.m. and closes November 8th at 5 p.m.

Virtual Or In-Person Appointments

Please reach out to your HR Business Partner

Open Enrollment 2024

GVSU Standard PPO Plan

- 2024 Changes to the IRS Out of Pocket Maximum - increase
- 2024 Changes to faculty/Staff per pay period premium contributions

GVSU High Deductible PPO Plan

- 2024 No plan benefit changes
- 2024 No per pay period premium contributions changes
- 2025 Plan Changes Deductible will increase by \$250.00 for Single Coverage & and \$500.00 for Dual or Family Coverage

CVS Pharmacy drug formulary changes

- CVS makes ongoing changes that are communicated by GVSU & CVS



Benefit Plans Payroll Deductions (Jan. 2024)

GVSU Standard PPO	2024 Annual Cost	24 Pay Period Deduction (Staff)	18 Pay Period Deduction (Faculty)
Single	\$1,608.00	\$67.00	\$89.33
Dual	\$3,108.00	\$129.50	\$172.67
Family	\$4,812.00	\$200.50	\$264.33
GVSU HS/HSA PPO	2024 Annual Cost	24 Pay Period Deduction (Staff)	18 Pay Period Deduction (Faculty)
Single	\$0.00	\$0.00	\$0.00
Dual	\$0.00	\$0.00	\$0.00
Family	\$0.00	\$0.00	\$0.00
Medical Plan Opt-Out Credit	\$750.00	\$31.25	\$41.67

Dental	2024 Annual Cost	24 Pay Period Deduction (Staff)	18 Pay Period Deduction (Faculty)
Single	\$84.00	\$3.50	\$4.67
Dual	\$156.00	\$6.50	\$8.67
Family	\$300.00	\$12.50	\$16.67
Dental Plan Opt-Out Credit	\$130.00	\$5.42	\$7.23

VSP Vision Plan	2024 Annual Cost	24 Pay Period Deduction (Staff)	18 Pay Period Deduction (Faculty)
Single	\$83.52	\$3.48	\$4.64
Dual	\$167.04	\$6.96	\$9.28
Family	\$250.44	\$10.44	\$13.91

Open Enrollment 2024

Delta Dental

- No increase in faculty/staff contributions



Flexible Spending Account Limit

- 2024 FSA limits \$3,200.00
- 2024 FSA childcare \$5,000.00; no change in limit



Health Savings Account

- No change in the employer contribution amount



Open Enrollment 2024: Your HSA

If you are enrolled in the GVSU High Deductible PPO Plan, you *must* make a new HSA deposit election for 2024 using the eBenefits open enrollment system.

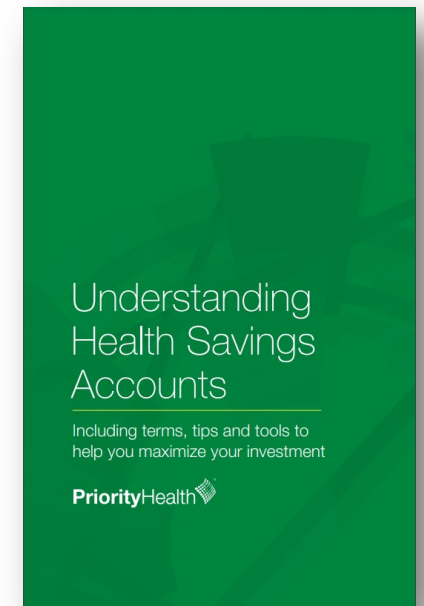
- Consider saving a little extra! No use it or lose it with the Triple Tax Benefit

2024 Annual HSA Contribution Limits

- \$4,150 for single; \$8,300 for family
- Plus, an additional \$1,000 catch-up for those age 55+

Health Equity

- Be sure to look at the investment options available



Definition: Eligible Dependents

- Legally married spouse
- Household member
- Each dependent child
 - **Medical plan:** Eligible up to the last day of the month of their 26th birthday, or through age 27 if they are a full-time student
 - **Dental plan:** Eligible up to the last day of the month of their 26th birthday, or through age 27 if they are a full-time student

Qualified Life Events

A qualified life event allows employees to make changes to their benefits outside of open enrollment. The following life events qualify with a **30-day notification period**:

- Change in marital status
- Birth or adoption
- Change in plan of residence or work
- Change in Household Member status
- Change in status of dependent
- Death of dependent

Refer to www.gvsu.edu/hro/benefits/life-event-changes-111.htm for details.

Medicare

Are you getting close to your 65th birthday?

- Active faculty and staff members and their spouses that turn age 65 are not required to enroll in Medicare on their 65th birthday.
- Medicare has a special rule – if you continue to have coverage through GVSU, you do not need to enroll in Medicare until you retire. Once you retire, you will be able to enroll in Medicare without any penalty or waiting period.

Refer to www.gvsu.edu/hro/benefits/retiree-benefits-41.htm for details.

Social Security

Have you started your social security benefits?

- If you start receiving Social Security benefits while you're still employed, you'll be automatically enrolled in Medicare Part A, and this will make you ineligible to make ongoing contributions to your HSA.
- If you become enrolled in Medicare during the year, your maximum HSA contribution is limited to a prorated amount.
- You still own the HSA funds you've accumulated and can use them for qualified medical out-of-pocket expenses.
- If you're enrolled in any part of Medicare and you're not eligible to make contributions to an HSA, you can still be enrolled in the GVSU High Deductible PPO Plan.

Refer to www.gvsu.edu/hro/benefits/retiree-benefits-41.htm for details.

Retirement Investments

It is never too soon (or too late) to think about retirement.

- The 2024 GVSU 403(b) and 457(b) supplemental contribution limits are:

	403(b)	457(b)
Contribution Limit	\$23,000	\$23,000
Catch-up Contribution (50+)	\$7,500	\$7,500

A Roth post-tax supplemental contribution option is available for the GVSU 403(b) and 457(b) Retirement Plans. 2024 Maximum Annual Addition increased to \$68,000 or \$69,000

Don't wait – schedule a visit with our Fidelity Investment or TIAA representative today.



Consumer Tools

Priority Health App & Website

- Track spending, search claims, see costs, view your member ID card, find doctors and search for low-cost, find high-quality providers to earn rewards.

GVSU Benefit Information Center

- Review your benefits, watch informational videos, learn about the tools available, and make changes to your benefits when you have a qualifying event.



Benefits Overview

There's a lot to love about being part of the Laker community, and for faculty and staff, that includes the employment benefits.

Grand Valley State University offers a competitive and comprehensive benefits package including medical, dental, and vision coverage, and more. Check out a full list of employee benefits below.

Learn about how you can get 24/7 medical attention, use the cost estimator tool to compare out-of-pocket expenses for care, and more.

[How to Make the Most of Your GVSU Benefits](#)

REVIEW YOUR BENEFITS

[Anytime Events](#)

[Life Insurance & Disability](#)

[Prescription Coverage](#)

[Dental Insurance](#)

[Long-Term Care Insurance](#)

[Retirement Planning](#)

[Flexible Spending Account](#)

[Medical Insurance](#)

[Vision Insurance](#)

[Health Savings Account](#)

Contact Your HR Business Partner



Becky Berrevoets
Manager of Strategic
Business Partners



Chris Grooms
HR Generalist II



Krista McFarland
HR Generalist II



Jaime Guzior
HR Generalist



Mayra Amaro-Alvarez
HR Generalist



Kristen Evans
HR Generalist

THANK YOU
