

# **GVSU BENEFITS COMMITTEE**

## **2023 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 – Tara
- ✓ Annual wellness update – Lindsey
- ✓ 2023 Open Enrollment – Tara

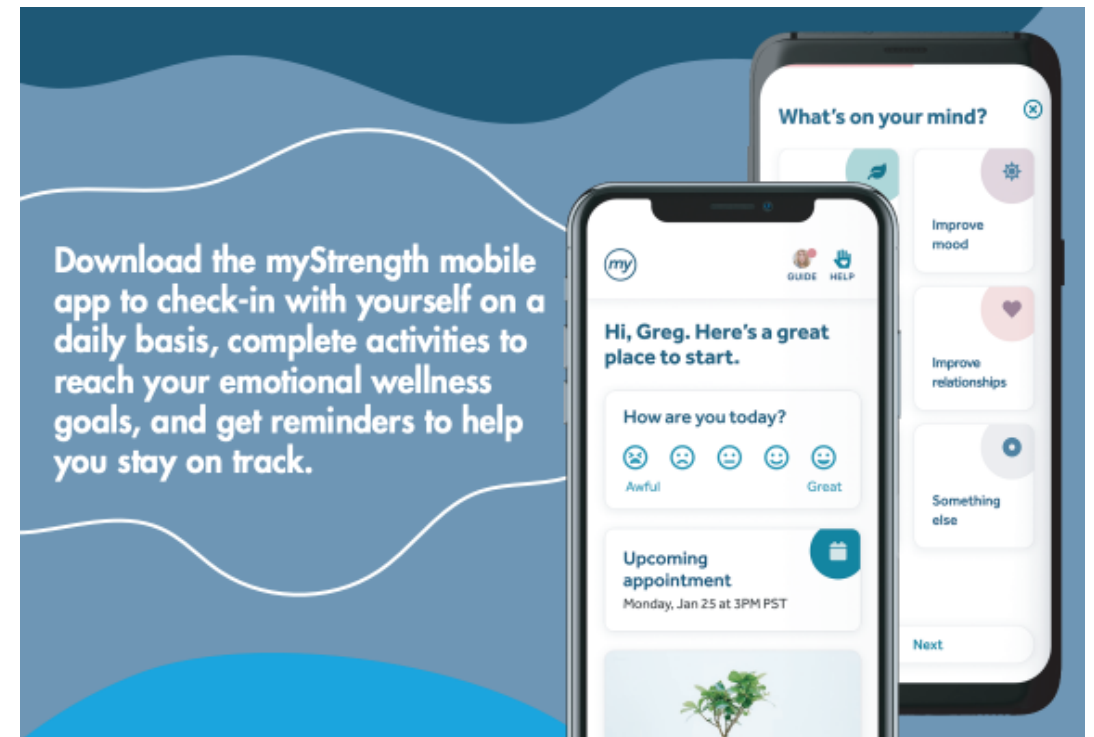
# Wellness: Thrive, *Revived*



# Wellness: myStrength

**BUILD A HEALTHIER MIND  
FOR A STRONGER YOU  
WITH MYSTRENGTH**

Sign up by visiting  
**myStrength.com** and using  
the access code:  
***priorityhealth***



# Wellness

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## GVSU Work Life Consultant








**Gary Atkins**  
**Work Life Consultant, Powered by Encompass**

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](#)


## Healthy Social Media Habits


How You Use It Matters




### Need Help?



Connect with a qualified professional today


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


**Chat Request**  
Live Chat Support Request

 [Articles](#)

[Get Recommendations!](#)






 [MY BENEFITS](#)



#### What's Test Anxiety?



Test anxiety is a well known issue, but it can be treated






#### Helping Youth Cope with Stress



Tips for parents





#### How can I help a loved one who is depressed?

Men and Depression



### 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: GVSU's Support Team



**Gary Atkins**  
Work Life Consultant,  
Powered by Encompass



**Christine**  
Care Manager,  
Priority Health



**Priscilla Harmon**  
Clinical Social Worker,  
GVSU Family Health Center



**Wellness Coaches**  
Thrive at GVSU,  
The McCahill Group

# GVSU Strategic Plan



Inquiry



Inclusive &  
Equitable  
Community



Innovation



Integrity



International  
Perspectives







### 2022 GVSU Flu Shot Clinics:

- Sept. 28th 11:00am-1:00pm Kirkhof Center Room 2215/2216
- Sept. 29th 5:00pm-7:00pm Family Health Center 72 Sheldon Blvd.
- Oct. 3rd 11:00am-1:00pm Fieldhouse Upper Lobby
- Oct. 4th 12:00pm-2:00pm University Club Pew Campus
- Oct. 6th 7:00am-9:00am Family Health Center 72 Sheldon Blvd.
- Oct. 12th 11:00am-1:00pm DCIH Room 102
- Oct. 13th 12:00pm-2:00pm Kirkhof Center Room 2215-2216
- Oct. 14th 9:00am-10:00am Annis Water Resources Institute (Muskegon)
- Oct. 17th 11:00am-1:00pm University Club Pew Campus
- Oct. 20th 1:00pm-3:00pm DCIH Room 445
- Oct. 28th 11:00am-1:00pm Fieldhouse Upper Lobby



# Open Enrollment 2023

**2023 Open Enrollment** begins  
October 25<sup>th</sup> at 8 am, and  
closes November 9<sup>th</sup> at 5pm

## **VIRTUAL OR IN-PERSON APPOINTMENTS**

One-on-one virtual appointments are available. Please call (616) 331-2215 to schedule.

# Open Enrollment 2023

## eBENEFITS ENROLLMENT SYSTEM

You must visit the eBenefits enrollment system to receive your total compensation statement. Complete an online enrollment and update/verify benefit elections:

- IRS re-election requirement for Health Savings Accounts (HSA) and Flexible Spending Accounts
- Eligibility of your dependents for the GVSU tuition reduction program
- Life insurance beneficiary designation
- GVSU supplemental 403(b) retirement plan
- Coordination of benefits information
- Home address for W-2 purposes

# What's new for 2023

Looking ahead to 2024, we do not anticipate making any changes to plan design.

# What's new for 2023

## **GVSU Standard PPO Plan**

- No plan benefit changes aside from IRS Out of Pocket Maximum increase
- Faculty/Staff per pay period premium contributions will increase slightly

## **GVSU High Deductible PPO Plan**

- No plan benefit changes
- No per pay period premium contributions

## **CVS Pharmacy drug formulary changes**

- CVS makes ongoing changes that are communicated to you and your provider



# What's new for 2023

## Delta Dental

- Faculty/Staff contributions will increase slightly
  - Family coverage only



## Flexible Spending Account Limit

- Increase to the annual healthcare FSA limit from \$2,750 to \$2,850
- No change to dependent care limit of \$5,000



## Health Savings Account

- Health Equity is now fully integrated with Priority Health
  - Single Sign-on with Priority Health Member Center
  - Automatic claims integration – pay your bills directly from the Health Equity Site



# GVSU Plans

## GVSU Side by Side Summary Effective January 1, 2023

	GVSU Standard PPO		GVSU High Deductible Health Plan PPO with HSA	
	In Network	Out of Network	In Network	Out of Network
<b>Preventive Care</b>	100% coverage	70% after deductible	100% coverage	80% after deductible
<b>Office Visit</b>	\$20 copay	70% after deductible	100% after deductible	80% after deductible
<b>Virtual Care Services</b>	\$20 copay	70% after deductible	100% after deductible	80% after deductible
<b>Coinsurance (Plan Pays)</b>	90% after deductible	70% after deductible	100% after deductible	80% after deductible
<b>Prescription Copay</b>	Generic \$4 Brand Name/Formulary \$20 Brand Name/Non-Formulary \$40 Mail Order Copay(s) 2x copay @ mail order or 3x copay @ retail		Copays apply after deductible \$4 \$20 \$40 2x copay @ mail order or 3x copay @ retail Annual Rx copays capped at \$250 for Individual and \$500 for Family coverage	
<b>Special Plan Coverage Provisions</b> <small>see schedule of benefits for details, includes Orthognathic Surgery and Treatment and Cochlear Implants</small>	50% after deductible	50% after deductible	Not Covered	
<b>Network</b>	Priority Health / CIGNA		Priority Health / CIGNA	
<b>Deductible</b>				
Individual	\$250	\$500	\$2,000	\$4,000
Family	\$500	\$1,000	\$4,000	\$8,000
<b>Coinsurance Maximum</b>				
Individual	\$1,000	\$2,500	N/A	\$2,000
Family	\$2,000	\$5,000	N/A	\$4,000
<b>Out-of-Pocket Maximum</b> (includes deductibles, copays, and coinsurance)				
Individual	\$9,100	\$9,100	\$2,250	\$6,250
Family	\$18,200	\$18,200	\$4,500	\$12,500
<b>Annual Faculty / Staff Payroll Deduction</b>				
Single	\$1,512		\$0	
Double	\$2,916		\$0	
Family	\$4,512		\$0	

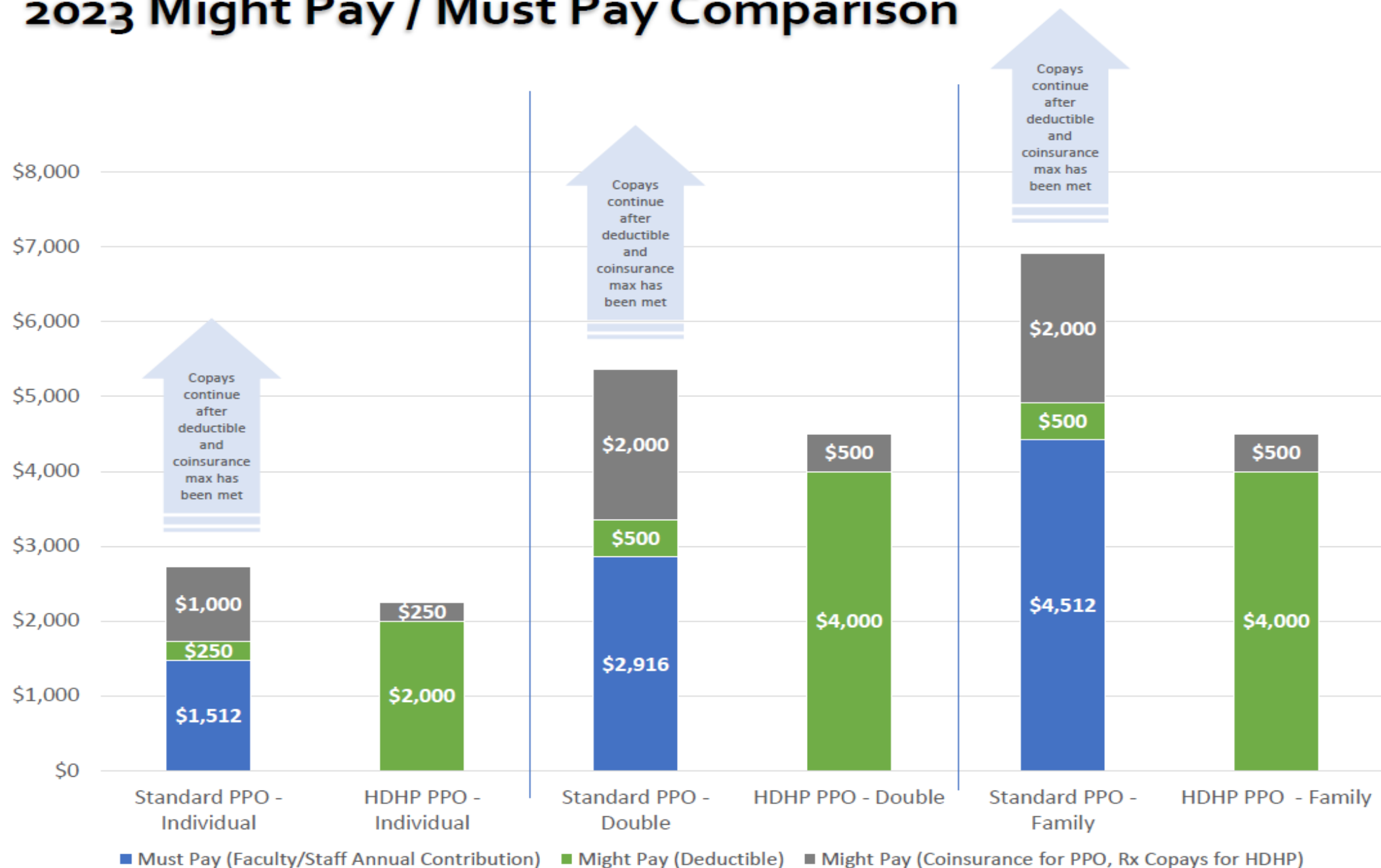


# Payroll deductions 2023

## Benefit Plans Payroll Deductions Beginning January 2023

	2023 Annual Cost	Staff 24 Pay Period Deduction	Faculty 18 Pay Period Deduction
<b>GVSU Standard PPO</b>			
Single	\$1,512.00	\$63.00	\$84.00
Dual	\$2,916.00	\$121.50	\$162.00
Family	\$4,512.00	\$188.00	\$250.67
<b>GVSU HD/HSA PPO</b>			
Single	\$0.00	\$0.00	\$0.00
Dual	\$0.00	\$0.00	\$0.00
Family	\$0.00	\$0.00	\$0.00
<b>Medical Plan Opt-Out Credit</b>	\$750.00	\$31.25	\$41.67
<b>Dental</b>			
Single	\$84.00	\$3.50	\$4.67
Dual	\$156.00	\$6.50	\$8.67
Family	\$300.00	\$12.50	\$16.67
<b>Dental Plan Opt-Out Credit</b>	\$130.00	\$5.42	\$7.23
<b>VSP Vision Plan</b>			
Single	\$83.52	\$3.48	\$4.64
Dual	\$167.04	\$6.96	\$9.28
Family	\$250.44	\$10.44	\$13.91

# 2023 Might Pay / Must Pay Comparison



# Your Health Savings Account

If you are enrolled in the GVSU High Deductible PPO Plan, you *must* make a new HSA deposit election for 2023 using the eBenefits open enrollment system.

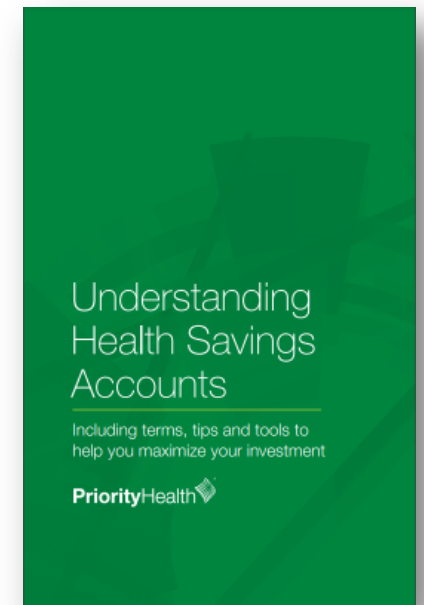
- Consider saving a little extra! No use it or lose it with the Triple Tax Benefit

## 2023 Annual HSA Contribution Limits

- \$3,850 for single; \$7,750 for family
- Plus, an additional \$1,000 catch-up for those age 55+

## Health Equity

- Be sure to look at the investment options available



# Other Things You Need to Know

## Eligible Dependents

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

# Other Things You Need to Know

## Life Events – 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](http://www.gvsu.edu/hro/benefits/life-event-changes-111.htm) for details.

# Other Things You Need to Know

## **Are you getting close to your 65<sup>th</sup> birthday?**

- Active faculty and staff members and their spouses that turn age 65 are not required to enroll in Medicare on their 65<sup>th</sup> 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](http://www.gvsu.edu/hro/benefits/retiree-benefits-41.htm) for details.

# Other Things You Need to Know

## 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 pro rata 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](http://www.gvsu.edu/hro/benefits/retiree-benefits-41.htm) for details.

# Other Things You Need to Know

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

- The 2023 GVSU 403(b) and 457(b) supplemental contribution limits are:

	403(b)	457(b)
Contribution Limit	\$22,500	\$22,500
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.

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





# Consumer Tools

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## 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 Information

## Benefits

- Website: [www.gvsu.edu/hro/benefits](http://www.gvsu.edu/hro/benefits)

## Enrollment & Eligibility

- Office: Human Resources, JHZ 1090
- Phone: (616) 331-2215
- Contact your HR Business Partner ([www.gvsu.edu/hro/hrbp](http://www.gvsu.edu/hro/hrbp))

# THANK YOU

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