Dear Furman Faculty and Staff:

The purpose of this communication is to inform you of changes to Furman’s benefit plans effective January 1, 2024, and announce the dates for the annual open enrollment process.

This year’s open enrollment period will begin on Sunday, November 5, 2023 and will end on Saturday, November 18, 2023. During this period, you will have the opportunity to modify, enroll in, or terminate your benefit selections. Any changes in benefits will take effect on January 1, 2024. These selections can be made through the Workday system, and we will provide comprehensive step-by-step instructions for your convenience.

Detailed below is a list of coverages offered in our benefits program for 2024. After each coverage, an explanation is provided with the specific changes or other applicable information.

**Medical Plan**

**Plan Administrator**
- Blue Cross Blue Shield (BCBS) of South Carolina will remain the provider for the 2024 calendar year.

**Premiums**
- Total premiums were adjusted based on figures provided by BCBS. Employee premium increase amounts are 4% for all plans and all tiers. Furman premiums will increase an average of 15% to account for renewal increases received from BCBS. See medical rate sheet attached.

**Plan Design**
- Per IRS regulations, the High Deductible Health Plan (HDHP) individual deductible will increase from $3,000 to $3,200.
- Routine preventative care (mammograms, colonoscopies, etc.) outside of mandated health care reform under the Affordable Care Act will continue to be covered up to $500 per member per year. Visit Healthcare.gov for additional information regarding preventative care.
- Chiropractor visits are subject to the deductible and will continue to be covered up to $500 per year.

**Prescription Plan**
- Prescription copays will remain the same.
- BCBS has a program where regardless if a physician writes a prescription with the label “dispense as written”, if there is a generic available and the member still chooses the brand name, they will pay their regular cost-sharing PLUS the difference in the cost between the generic and brand name.
- As in previous years, some drugs may experience tier changes, step therapy, prior authorization and quantity limits in conjunction with BCBS’s formulary changes that occur primarily in January. Affected members will receive notification directly from BCBS. For the most current information on what your specific plan covers, login to the BCBS myhealth toolkit.

**Concierge Benefit**
The health concierge benefit will continue to be accessible to eligible faculty and staff members. This valuable benefit includes a team of registered nurses, medical directors, and other healthcare professionals who will offer guidance to members as they navigate the intricate healthcare system. Health Advocate is the service provider, and Furman University will cover all expenses associated with this benefit. Additionally, this benefit extends to spouses/domestic partners, parents, and parents-in-law.

**Telemedicine**
Our telemedicine benefit in 2024 will continue to be provided through BCBS. All those enrolled in the medical plan will have access to this benefit. The copay for Plus and Basic Plan members will be $30 per consultation. Telemedicine visits for HDHP members will be subject to the deductible.
Health Savings Accounts (HSA) *For those enrolled in the HDHP only*
- Accrue Health will continue as our HSA vendor.
- The Internal Revenue Service (IRS) HSA employee maximum contribution limits for 2024 are $4,150 and the family maximum contribution limit is $8,050.
- Furman will continue to make contributions to HSA participant accounts of $500 for employee only coverage and $1,000 for dependent coverage.
- If you wish to continue participation in these tax-saving programs in 2024, you must re-enroll during open enrollment.

Medical and Dependent Care Flexible Spending Accounts (FSAs)
- Flores will remain the provider for both the medical and dependent care flexible spending accounts.
- The IRS maximum contribution limits for 2024 are $3,200 for medical and $5,000 for dependent care.
- If you wish to participate in these tax-saving programs in 2024, you must re-enroll during open enrollment.

Dental Plan
- The 2024 dental benefit will be provided by Unum.
- Premium rates and plan design will remain the same.

Vision Plan
- The 2024 vision benefit will be provided by Unum.
- Premium rates and plan design will remain the same.

Basic & Supplemental Employee and Dependent Life and Accidental Death and Dismemberment (AD&D)
- Unum will remain the provider for life insurance coverage.
- Premium rates and plan design will remain the same.
- Furman will pay the premiums for the Basic Employee Life and AD&D for all benefits eligible employees.
- Faculty and staff may choose to elect 1½ times salary up to a maximum of $400,000 or a flat amount of $50,000. Faculty and staff are responsible for paying the imputed tax on any insured amounts over $50,000. **Per IRS regulation, there is no imputed tax on coverage amounts equal to $50,000 or less.
- Basic dependent life coverage and additional supplemental life and AD&D for faculty, staff, dependent spouses, and children (up to age 26) remain the same.
  **Any initial elections for existing faculty and staff, or amounts above the guaranteed issue will require evidence of insurability (EOI).**

Disability
Unum remains the provider for both Short- and Long-Term Disability.
- Short Term Disability (STD)
  - Premium rates will remain the same.
  - Two STD options are available: 7-day waiting period or 30-day waiting period. New enrollees will be subject to EOI.
- Long Term Disability (LTD)
  - Premiums rates will remain the same.
  - LTD is a mandatory benefit for all benefits eligible employees.

Accident
- Unum remains the provider for the accident plan.
- Premium rates and plan design will remain the same.

Critical Illness
- Unum remains the provider for the critical illness plan.
- Premium rates and plan design will remain the same.

Hospital Indemnity Plan.
- Unum will remain the provider for the hospital indemnity plan.
- Premium rates and plan design will remain the same.
**Whole Life**
- Unum remains the provider for the whole life plan.
- Premium rates will remain the same.
- Faculty and staff interested in enrolling in this coverage, making changes to current coverage, or who wish to decline will need to contact Unum directly. Contact information will be provided in the Workday system.

**Legal and Identity Theft Coverage**
- MetLife will remain the provider for our Legal and Identity
- Premium rates will remain the same.

**Employee Assistance Program (EAP)**
Health Advocate will remain the provider for our EAP plan. The program includes counseling services, referrals and resources for work-life needs, as well as legal and financial information. The services are free and confidential. Faculty and staff are automatically enrolled in this benefit and are eligible for up to 6 free in-person counseling visits per calendar year.

**Reminders:**
- Open Enrollment is a good time to verify that your enrolled dependents are still eligible for coverage
- Review your beneficiary designations
- Review personal contact information such as home address and contact numbers.
- Assess and determine if any coverage changes need to take place
- Don’t forget to complete the Health Risk Assessment (HRA), Biometric Screening and Health Coach Provider (HCP) visit (if needed) no later than December 1, 2023 to get the 2024 medical premium discount.
- Offsite Biometric Screening Forms and HCP forms are available on the HR website.

We trust you will find this information helpful in selecting benefits for 2024.

**Kristin Austin**
Assistant Director of HR Operations