

It's time for 2023-2024 Open Enrollment!

BENEFITS EFFECTIVE: MARCH 1, 2023 THROUGH FEBRUARY 28, 2024

Open Enrollment Dates

This year the annual enrollment election period will be from **February 9th through 14th, 2023**. Open Enrollment is your one opportunity each year to change your benefit coverage (unless you experience a qualified change in status during the year).

The benefits you elect during Open Enrollment will be effective from March 1, 2023 through February 28, 2024.

ATTENTION:

Online Enrollment with Paylocity

Open Enrollment will now be completed through Paylocity, [[Client Name]]'s new payroll and benefits administrator.

- Log in to your Paylocity HR & Payroll portal.
- Click on the **Menu** button.
- Select **bSwift**.
- Follow the prompts to begin and complete enrollment.

Attend a Meeting

We will be reviewing details about all of your 2023–2024 benefit options at the following virtual meetings.

- **Meeting #1: Wednesday, February 9th at 1 pm: [Click here to register!](#)**
- **Meeting #2: Friday, February 11th at 1 pm: [Click here to register!](#)**

Open Enrollment

ATTENTION: All benefit eligible employees **MUST** log into Paylocity and complete Open Enrollment **WHETHER OR NOT** they wish to enroll in benefits. Your current medical, dental, vision, and voluntary life/AD&D elections will be reflected in the Open Enrollment section of Paylocity, but you **MUST** tab through and accept the elections for them to continue in the 2023–2024 plan year.

- If you wish to participate in the Flexible Spending Accounts (FSAs), you **MUST** enroll during Open Enrollment.
- For all life insurance coverage, employees **MUST** go in and make their beneficiary designations.
- If you purchase Supplemental Life/AD&D insurance during open enrollment for you, your spouse, or your child, you will need to complete Evidence of Insurability (EOI). A link to the EOI form is provided at the end of the enrollment process in Paylocity. The Standard will notify you if/when your coverage is approved.
- If you wish to make any changes to your existing benefits, you **MUST** log into your Paylocity HR & Payroll portal to make your selections.





What's New for 2023–2024?

- Flexible Spending Accounts (FSAs) will now be administered by Paylocity. **You must elect this benefit during Open Enrollment, even if you currently participate in an FSA.**
 - **NOTE: If you currently participate in the FSA and enroll in the EPO HSA, unused FSA dollars (up to \$550) will roll into the Limited Purpose FSA.**

What's Staying the Same?

- The Advantage EPO HRA and HSA plan will continue to be offered and administered by Horizon BCBS of NJ.
- The company will continue to contribute the following amounts to the Health Reimbursement Account (HRA): **\$1,250** for individual coverage and **\$2,500** for family coverage.
- A Health Savings Account (HSA), administered by Further (Horizon BCBS partner), will be available for the 2023–2024 plan year for those who are enrolled in the Advantage EPO HSA plan and are eligible to participate in the HSA.
 - The Company will contribute the following amounts to the HSA: **\$750** for individual coverage and **\$1,500** for family coverage.
 - You may also contribute to the HSA on a pre-tax basis up to a maximum of \$3,650 if enrolled in individual coverage or \$7,300 if enrolled in family coverage. These maximums include any contributions made by the Company.
- The Delta Dental Plans will continue with no changes to the benefits, however contributions will reflect the Premier plan as a 'buy-up' option.
- The EyeMed vision plan will continue with no changes to benefits or payroll contributions.

Remember to Use BenePortal!

BenePortal is the Firm's online tool to house all of our benefits information as well as the Benefits Cost Calculator. You can access BenePortal anytime at www.samplebenefitsportal.com

Benefit Cost Calculator

This tool will allow you to compare both Advantage EPO HSA and Advantage EPO HRA plans to assist in making your enrollment decision. You can access the calculator by visiting BenePortal at www.samplebenefitsportal.com

Have Benefit Questions?

If you have any questions, please contact Human Resources or call Member Advocacy at 800.563.9929, Monday – Friday, 8:30 am – 5:00 pm (ET).

