

BENEFITS ENROLLMENT IS OCTOBER 30 – NOVEMBER 10, 2023



Loyola University New Orleans is offering a competitive benefits package designed to give our faculty and staff an array of options to suit their individual needs during the upcoming year.

WHAT'S CHANGING IN 2024

The following is an overview of changes you will see in 2024. **This year will be a passive enrollment process.** To make updates or changes to your benefits elections, log in to LORA: Self Service to confirm or change your elections. If your beneficiaries have changed in 2023, please be sure to update your beneficiary records. As a reminder, if you participate in Flexible Spending Accounts, you must re-enroll in the FSA every year.

Medical and Pharmacy

- UnitedHealthcare continues to be our medical provider for 2024. You are still offered four plan options: Core, Basic, Plus and HDHP.
- Elixir continues to be our pharmacy benefit provider in 2024. The Alternative Funding method for eligible specialty drugs through Payer Matrix will also remain unchanged for 2024.
- The Spousal Surcharge will be increasing to \$350 per month in 2024. As a reminder, the surcharge is only applied for those employees who enroll their spouses who have coverage available through their employer.

Wellness Programs

If you are enrolled in the UHC medical plan, beginning in 2024, you will have access to new wellness programs including OnePass and UHC Rewards (replacing Rally/Simply Engaged). More information on these programs will be shared during the Open Enrollment presentations and Benefits Fair.

Dental

- Beginning in 2024, we will be adding a third dental plan option - an additional DPPO plan. Coverage premiums and plan designs for the two current dental plan options will remain the same for 2024.
- The new DPPO plan option will be the "Middle Tier" plan option and will have lower premiums and different coverage levels than the current DPPO plan. Plan details are outlined in your 2024 benefits guide.
- Cigna dental ID cards will now be digital only. Cards may be accessed through mycigna.com or the myCigna mobile app.

Vision

The vision coverage premium and plan design will remain the same for 2024. You will not receive new ID cards unless you are enrolling for the first time. You may continue to use your UNUM card to receive care.

Life Insurance

The Lincoln Financial life and LTD coverage premiums will remain the same for 2024. Beginning in 2024, any **new** enrollments in Basic Dependent Life coverage (after first offering of coverage) will require Evidence of Insurability (EOI).

Employee Assistance Program (EAP)

Reminder: Loyola provides employees with a confidential Employee Assistance Program at no charge. Skilled behavioral professionals can suggest solutions to problems caused by stress or changes in life.

- Employees enrolled in a Loyola Medical Plan through UnitedHealthcare will have access to the UHC EAP Core program. Through the UHC EAP Core program, participants have unlimited telephonic visits and up to 3 in-person or virtual covered visits. Talkspace is an available provider through our EAP and offers options for online/virtual therapy and texting.
- Employees that do not participate in Loyola's medical insurance may access Employee Assistance Program benefits through **Aetna/Horizon Health**.

Please refer to your Benefits Guide for contact information.

Flexible Spending Accounts

- As a reminder, you must re-enroll in the Flexible Spending Account (FSA) every year.
- For 2024, the maximum contribution limit for a Health Care FSA is \$3,050. You can set aside a maximum of \$5,000 for dependent care expenses.
- If you had a Health Care FSA in 2023, you can roll over up to \$610 of any remaining balance into 2024.
- WageWorks will continue to administer this benefit.






Health Savings Account (HDHP Plan only)

If you elect the HDHP plan option, you will also be eligible to elect a Health Savings Account (HSA) through Optum Bank. Benefits of an HSA include:

- The money you deposit is tax-free.
- An HSA can be used to pay for IRS-qualified medical expenses, including dental and vision care.
- Your account rolls over year after year - it is not a "use it or lose it" benefit election.

Continuing in 2024, Loyola will fund \$250 annually towards your HSA when you enroll in the HDHP plan. Contributions are distributed into your HSA throughout the year.

Enrollment at-a-Glance

-  Check your Benefits Summary on LORA: Self Service for your current election information
-  Review your packet of enrollment materials online
-  Decide which benefits are right for you and your family
-  Log in to LORA: Self-Service to enroll, change, or waive coverage and to update your personal and beneficiary information
-  Submit your enrollment form(s) online no later than **November 10, 2023**

2024 OPEN ENROLLMENT INFORMATIONAL MEETINGS (all meetings are Zoom online)

Date	Time
October 30	11:30am - 12:30pm
November 1	10am - 11am
November 2	3pm - 4pm
November 7	11:30am - 12:30pm
November 9	10am - 11am

**Zoom link will be included in the open enrollment communication email.*

2024 OPEN ENROLLMENT SCHEDULE

What's Happening	Date	Action
Open Enrollment Packets Distributed	October 23	Campus Email
Open Enrollment Begins	October 30	Make your elections, changes, or waivers online through LORA: Self Service
Open Enrollment Ends	November 10	Online enrollment due to Human Resources
Benefits Effective Date	January 1, 2024	First payroll deduction - January 5, 2024