



OPEN ENROLLMENT READINESS: PART 3

Submitting Employer Plan Changes



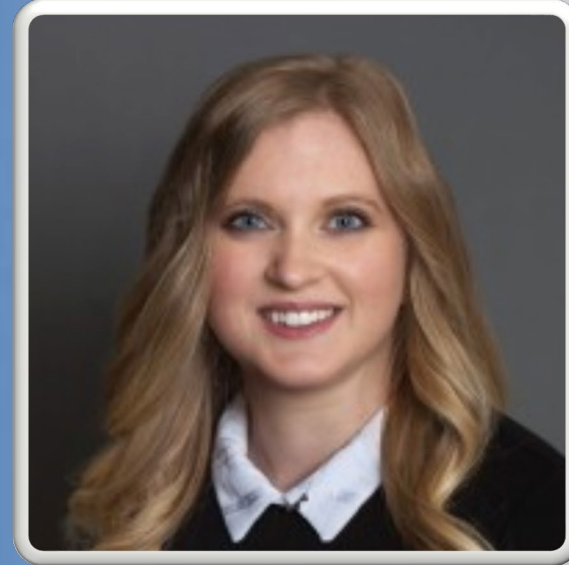
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Welcome

Goals for this Session

1. Common plan changes to consider
2. Addressing special requests and plan additions
3. Communicating your changes



1

Common Plan Changes to Consider

Plan Limits



Plans that increase automatically

- HSA contribution levels
- Monthly commuter benefits



Plans that require active plan changes

- FSA election limits and rollover limits
- HRA funding levels

Released HSA Limits for 2023

| | 2023 | 2022 |
|---|----------|----------|
| HSA contribution limit | | |
| Single | \$3,850 | \$3,650 |
| Family | \$7,750 | \$7,300 |
| Catch-up contribution (age 55 or older) = \$1,000 | | |
| HDHP | | |
| Single Deductible | \$1,500 | \$1,400 |
| Family Deductible | \$3,000 | \$2,800 |
| Single max out-of-pocket | \$7,500 | \$7,050 |
| Family max out-of-pocket | \$15,000 | \$14,100 |

**FSA and Commuter
Benefit Limits**
anticipated release late
October / November.

How the end of the year is managed

FSA end of plan
year management



Rollover - Remaining funds roll and are available in the following year. For FSAs in 2022, up to \$570. Increase anticipated for 2023.

Extended Grace Period - Allows an additional 2.5 months to spend funds

Forfeiture - Remaining funds are forfeited



HSA's
automatically
roll from year
to year



Commuter
Benefits are
a monthly
evergreen
election

General plan changes



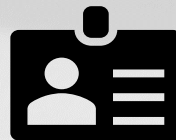
Company Name



Location(s) / new business entities &/or mergers and acquisitions

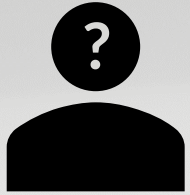


Plan dates



Plan contact information

Plan Terms



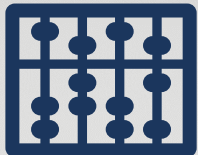
Who is eligible for the plan?

- Are there minimum work requirements (hours / days or employment)?
- Do they become eligible upon hire?



What expenses are eligible?

- Are all expenses permitted under IRS regulations included (FSAs, HRAs)?
- What expense categories are permitted (specialty accounts)?



What are the rules for accessing funds?

- Claims submission requirements
- Card use
- Eligible contributions

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Special Requests and Plan Additions

Adding a new plan type and/or plan options



FSAs

- Medical FSA
- Dependent Care FSA
- Limited FSA / Post-deductible FSA



HRAs

- HSA-compatible HRAs
- Deductible HRAs
- Restricted HRAs / Select Services



HSAs



Commuter Benefits

- Mass Transit
- Parking






Specialty Accounts / Lifestyle Spending Accounts



Benefit Continuation Services

- COBRA
- Retiree billing
- Direct billing

Comparing Common Health-Related Account Types

| |  Medical FSA |  HSA |  HRA |
|---|--|---|---|
| Who owns the account? | Employer (but typically funded through employee payroll deductions) | Employee-owned (funded by employee, employer or third-party) | Employer (solely funded by employer) |
| Who sets to rules? | Employer (within IRS guidelines) | IRS | Employer (within limited IRS rules) |
| Customizable Plan | Limited | No | Yes |
| When are funds available? | Day one of plan | As deposited | As funding applied |
| How are eligible expenses determined | Typically follow IRS Section 213(d) | IRS Section 213(d) | May be restricted by employer |
| Who can have them? | Anyone offered health benefits | Individuals enrolled in HDHP | Generally, individuals enrolled in a group health plan. (Specific rules may vary). |

Plan Design Changes

Common Plan Design changes with HRAs

- Deductible thresholds
- Permitted expenses
- Deadlines to submit
- Adding/removing card from program

Keep your plan design **simple** and **easy to understand** for improved employee satisfaction.

Consider rules or conditions that may cause **pain points** for participants.



3

Communicating your changes

Communicate with administrator

General tips....

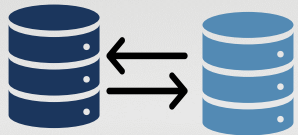
- ✓ Schedule a call to discuss major changes or plan additions
- ✓ Execute a contract addendum for plan additions
- ✓ Provide general changes in writing and/or complete required forms
 - ✓ Include specific changes
 - ✓ Plan year the changes apply to.
- ✓ Identify your plans for open enrollment
 - ✓ Support needs
 - ✓ Open enrollment method, start and end



Watch for Open Enrollment Reminder Communication
90 days prior to plan start.

Implementing changes or new plans

What to expect...



Review existing file feeds

- ✓ Are there changes you need to make to ensure a new type of plan is sent through the files?
- ✓ Do you have new vendors that impact your exchange of information?



Changes implemented to administrative system

- ✓ You may be asked to review or verify changes to ensure accuracy.



Plan documents updated

- ✓ Plan documents and Plan Highlights are updated/created to reflect the changes/additions of the plan.

Communication with Employees

✓ Identify the changes that impact employees

- ✓ Changes likely to impact enrollment
 - Changes to who is eligible for the plan.
 - Limits affecting enrollment / contributions
 - Conditions for enrollment (i.e. enrollment in specific health plan)
- ✓ Passive changes likely to impact plan use
 - Deadlines for incurring or submitting expenses.
 - Types of expenses permitted

✓ Determine the best approach to communicate the changes

- ✓ Open Enrollment communications and materials
- ✓ Internal resource materials / documents
- ✓ Plan Documents / highlights



Reminders and Best Practices

- 1 Start conversations early** – You don't have to wait for plan rates or have your health plan finalized.
- 2 Review your current offerings** to determine what changes or additions you may want to make.
- 3 Keep it simple** for better clarity and satisfaction.
- 4 Be ready to communicate** with your partners and employees.



Join Us

Open Enrollment Readiness Series

Part 1: Understanding Plan Trends and Participant Behaviors – Available on-demand

Part 2: What's New in Account-Based Plans (and BRI) – Available on-demand

Part 3: Submitting Employer Plan Changes – September 7, 2022

**Part 4: Planning and Executing on Your Employee Communication Strategy –
September 14**

**BONUS EVENT: Child Care Landscape: Family Challenges and Employer Solutions –
September 20**

Register at: gotostage.com/channel/bri-oe



Thank You!

ANY QUESTIONS?