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Benefits Open Enrollment

October 1 -
October 31,
2024

HUMAN RESOURCES

W-1609

329-7222

Benefits Open Enrollment

When is Open Enrollment?

- October 1, 2024 through October 31, 2024 at 1:00 pm. (Late enrollments cannot be processed.)

When are Open Enrollment elections effective?

- All Open Enrollment elections are effective on January 1, 2025. Premium deductions begin December 2024 for changes in health insurance. All other deductions begin January 2025.



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Open Enrollment Sessions (See next page for session dates.)

- Sessions **ARE MANDATORY** if you need to add, cancel or change any coverage except State & School Health Insurance.
 - ✓ Health Insurance changes **MUST** be made in Human Resources by completing an application change form with Darlene Brooks, HR Generalist.
 - ✓ If your personal information has changed, please contact Darlene.



No action during open enrollment will CONTINUE all current enrollment(s) in 2025.

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Open Enrollment Sessions

(Sessions are ONLY required if you are making changes.)

- **Columbus campus**, in-person, Shattuck Hall
 - ❖ **9 am to 3 pm, Tuesday, October 15 and Wednesday, October 16**
 - Appointment required. Click this link to schedule an in-person session:
<https://MUW-2024.as.me/main>
- **Tupelo campus**, in-person
 - ❖ **9 am to 12 pm, Tuesday, October 22**
 - No appointment required.



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What's new for 2025 health insurance?

- **State Health Insurance Premium Increase**

- Premium rates increase of approximately 5%. Click [here](#) to view the 2025 rate sheet.

- **State Health Insurance Deductibles**

- Base Family Deductible: increase to \$3,300
- No changes to any other deductibles



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Who is Eligible for Coverage?

- A benefits-eligible employee is 50% time or greater with employment expected to continue for more than 4.5 months.
- Dependents and/or family members eligible for coverage include legal spouse (for health insurance), domestic partner or dependent children.
- Dependent children may enroll with one primary employee enrollee and are eligible to age 26 regardless of student or marital status.



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What is a Cafeteria Plan?

- A Section 125 Cafeteria Plan is merely a tax savings plan which allows participating employees to deduct certain expenses from gross earnings before the computation of federal, state, and social security taxes.
- Our Plan Year: January 1, 2025 - December 31, 2025
- Since the plan reduces reportable taxable income, you may incur a reduced Social Security benefit at the time of retirement. The extent of this reduction depends on both the length of time under the pre-tax benefit plan and the total amount of tax reductions.



Current Benefits Eligible for Pre-tax Through MUW Cafeteria Plan

<p>Insurances that are deducted pre-tax</p>	<p>State Health, State Life, Guardian Dental, Guardian Vision, Guardian Accident, Kemper Cancer, Unreimbursed Medical Spending and Dependent Care</p>
<p>Child/Dependent Care Reimbursement Accounts* (2024 Maximum, 2025 limits - TBD)</p>	<p>If you have dependents that require care while you and your spouse work, participation in this part of the plan can save taxes by pre-taxing the expense. Simply estimate your dependent care expenses for the plan year, up to a maximum of \$5,000 per calendar year, (\$2,500 if married filing a separate return.) Your election will be divided by the number of deductions (12) in the plan year and deducted pre-tax. For more information visit: https://www.sabcflex.com/content/dependent-care</p>
<p>Medical Reimbursement Accounts* (2024 Maximum, 2025 limits – TBD)</p>	<p>If you have medical expenses which you have to pay out of your own pocket, such as your medical deductibles, co-insurance, dental expenses, eye care expenses, etc., you may save valuable tax dollars by pre-taxing these expenses. To participate, you estimate the out-of-pocket medical expenses you will incur during the plan year up to a maximum of \$3,200. Your plan year election will be divided by the number of deductions (12) in the plan year and deducted pre-tax. After eligible expenses have been incurred, submit proof of the expense with a reimbursement form or online. Eligible expenses will be reimbursed up to your annual election amount.</p> <p>For more information on eligible expenses, go to https://www.sabcflex.com/content/eligible-medical-expenses. Expenses may be for you, your spouse or children under age 27. Contact SABC (601.856.9933) if you have questions about specific expenses.</p>
<p>*Elections under Child/Dependent Care Reimbursement Accounts and/or Medical Reimbursed Accounts should be conservative. Any monies not claimed by the end of the plan year or at least sixty (60) days after the close of the plan year, will be forfeited. All expenses must be incurred within January 1, 2025 and December 31, 2025.</p>	
<p>For more information about Claims Procedures - https://www.sabcflex.com/content/claim-procedures.</p>	

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Benefit	How to add, remove, or make a change	Who to contact
<u>Health Insurance</u>	Requires Paper Form No action = no change in coverage for 2025.	Darlene Brooks – 662-329-7211 dmbrooks@muw.edu
<u>Accident Insurance (Guardian)</u>	Completed through Open Enrollment appointments with Benefit Concepts No action = no change in coverage for 2025.	Benefit Concepts – 662-329-4044 john@benefitconceptsms.com ben@benefitconceptsms.com
<u>Cancer Insurance (MedMutual)</u> <u>Critical Illness (MedMutual)</u>	Completed through Open Enrollment appointments with Benefit Concepts No action = no change in coverage for 2025.	Benefit Concepts – 662-329-4044 john@benefitconceptsms.com ben@benefitconceptsms.com
<u>Child/Dependent Reimbursement Accounts</u>	Completed through Open Enrollment appointments with Benefit Concepts No action = no change in coverage for 2025	Benefit Concepts – 662-329-4044 john@benefitconceptsms.com ben@benefitconceptsms.com
<u>Dental (Guardian)</u>	Completed through Open Enrollment appointments with Benefit Concepts No action = no change in coverage for 2025.	Benefit Concepts – 662-329-4044 john@benefitconceptsms.com ben@benefitconceptsms.com
<u>Disability Insurance (Reliance Standard)</u>	Completed through Open Enrollment appointments with Benefit Concepts No action = no change in coverage for 2025.	Benefit Concepts – 662-329-4044 john@benefitconceptsms.com ben@benefitconceptsms.com
<u>Life Insurance (Reliance)</u>	Completed through Open Enrollment appointments with Benefit Concepts No action = no change in coverage for 2025.	Benefit Concepts – 662-329-4044 john@benefitconceptsms.com ben@benefitconceptsms.com
<u>Medical Reimbursement Accounts</u>	Completed through Open Enrollment appointments with Benefit Concepts No action = no change in coverage for 2025	Benefit Concepts – 662-329-4044 john@benefitconceptsms.com ben@benefitconceptsms.com
<u>Vision (Guardian – Davis Vision)</u>	Completed through Open Enrollment appointments with Benefit Concepts No action = no change in coverage for 2025.	Benefit Concepts – 662-329-4044 john@benefitconceptsms.com ben@benefitconceptsms.com

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For questions or assistance contact:

Darlene Brooks, HR Generalist

662.329.7211

dmbrooks@muw.edu

