

EMORY



EMORY  
+YOU

Your Benefits

# Annual Benefits Enrollment

October 23 - November 6, 2023

# What's New?

Emory's annual benefits enrollment provides you with an opportunity to review your current benefits and make changes for the upcoming year. Here are the highlights of what's changing for 2024:

- Medical plan rates are increasing slightly due to the overall increased costs associated with the plan.
- Due to IRS regulations, the HSA Plan deductible is changing to: \$1,650/\$3,300 (single/family) for Tier 1, \$1,900/\$3,750 for Tier 2, and \$2,850/\$5,700 for Tier 3.
- If you have an HSA, you can contribute more; the maximum allowed is going up to \$4,150 (single) and \$8,300 (family).
- If you elect a Healthcare Flexible Spending Account (FSA), you can set aside more; the maximum allowed is going up to \$3,050.
- You and a covered spouse can offset your medical expenses by participating in a new menu of well-being activities such as challenges, a financial wellness checkup, the Winship 5K, and more.
- The monthly rate for the Metlife Prepaid Legal plan is increasing from \$15.74 to \$16.74. The plan will also offer expanded caregiver benefits.
- The ALEX® Tool will offer new features to help you better understand and select your benefits.



# Medical Coverage

For 2024, you have three medical plan options: the Aetna HSA Plan, the Aetna POS Plan, or the Kaiser Permanente Plan. Rates are listed below.

2024 Medical Plan - Full Subsidy Contributions* (for employees working at least 30 hours per week)						
	Aetna HSA Plan		Aetna POS Plan		Kaiser Permanente Plan	
	MONTHLY	BIWEEKLY	MONTHLY	BIWEEKLY	MONTHLY	BIWEEKLY
Employee only	\$41.00	\$20.50	\$76.00	\$38.00	\$63.00	\$31.50
Employee + child(ren)	\$142.00	\$71.00	\$250.00	\$125.00	\$211.00	\$105.50
Employee + spouse	\$234.00	\$117.00	\$381.00	\$190.50	\$320.00	\$160.00
Family	\$323.00	\$161.50	\$536.00	\$268.00	\$450.00	\$225.00

2024 Medical Plan - Partial Subsidy Contributions* (for employees working between 20-29.9 hours per week)						
	Aetna HSA Plan		Aetna POS Plan		Kaiser Permanente Plan	
	MONTHLY	BIWEEKLY	MONTHLY	BIWEEKLY	MONTHLY	BIWEEKLY
Employee only	\$51.26	\$25.63	\$95.00	\$47.50	\$78.26	\$39.38
Employee + child(ren)	\$177.50	\$88.75	\$312.50	\$156.25	\$263.76	\$131.88
Employee + spouse	\$292.50	\$146.25	\$476.26	\$238.13	\$400.00	\$200.00
Family	\$403.76	\$201.88	\$670.00	\$335.00	\$562.50	\$281.25

\* These medical plan rates do not reflect the monthly \$50 per person tobacco use surcharge.





# Dental Coverage

There are no changes to the dental plans for 2024. You still have the option of two plans: the Aetna Traditional Dental (PPO) or the Aetna Dental Maintenance Organization (DMO). Rates remain the same as last year.

2024 Dental Plan - Full Subsidy Contributions (for employees working at least 30 hours per week)				
	Aetna PPO Plan		Aetna DMO Plan	
	MONTHLY	BIWEEKLY	MONTHLY	BIWEEKLY
Employee only	\$27.00	\$13.50	\$19.00	\$9.50
2-Person	\$60.00	\$30.00	\$38.00	\$19.00
Family	\$98.00	\$49.00	\$62.00	\$31.00

2024 Dental Plan - Partial Subsidy Contributions (for employees working between 20-29.9 hours per week)				
	Aetna PPO Plan		Aetna DMO Plan	
	MONTHLY	BIWEEKLY	MONTHLY	BIWEEKLY
Employee only	\$33.76	\$16.88	\$20.94	\$10.47
2-Person	\$72.00	\$36.00	\$43.32	\$21.66
Family	\$121.00	\$60.50	\$68.42	\$34.21



# Vision Coverage

Vision coverage also remains unchanged. Coverage is still available through EyeMed Vision Care and rates for the vision plan are the same as last year.

2024 Vision Plan - Full & Partial Subsidy Contributions (rates apply to both full and part-time employees)		
	EyeMed Vision Care	
	MONTHLY	BIWEEKLY
Employee only	\$12.28	\$6.14
Employee + child(ren)	\$24.50	\$12.25
Employee + spouse	\$23.28	\$11.64
Family	\$36.08	\$18.04



# Next Steps

For more information about all of the benefits available to you, visit the annual enrollment website at: [www.hr.emory.edu/enrollment](http://www.hr.emory.edu/enrollment).

To enroll in your 2024 benefits, log in to Self-Service /PeopleSoft at <http://leo.cc.emory.edu> anytime during the annual enrollment period: October 23 - November 6, 2023.



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Emory University's annual benefits enrollment is October 23 - November 6, 2023. Inside, find out what's new for 2024, view the medical, dental, and vision plan rates, and the learn the steps you need to take to enroll in your benefits.

