



BOSTON COLLEGE
BENEFITS OFFICE

October 2023

TO: All Eligible Employees

FR: Jack Burke, Benefits Director

RE: OPEN ENROLLMENT for MEDICAL, DENTAL, FSA, MET LIFE LEGAL, and
VISION PLANS – ANNUAL ENROLLMENT for LIFE INSURANCE

NOTE: IF YOU ARE CURRENTLY PARTICIPATING IN THE FLEXIBLE SPENDING ACCOUNT (FSA), MET LIFE LEGAL or VISION PLAN (EyeMed), YOU MUST RE-ENROLL FOR 2024 TO CONTINUE COVERAGE

Accompanying this memo are:

- ¾ Medical, Dental and Vision rates that will be effective January 1
- ¾ General Information: Harvard Pilgrim Coverage Changes, Online Benefits Enrollment and other reminders
- ¾ Flexible Spending Account Open Enrollment for 2024
- ¾ MetLife Legal Plan Open Enrollment for 2024
- ¾ EyeMed Vision Plan Open Enrollment for 2024
- ¾ Required Notices about "COBRA" rights and Medicaid Premium Assistance

MEDICAL RATES – EFFECTIVE JANUARY 1, 2024

The rates for both the PPO plan and the HMO plan are increasing by 5% for 2024. As a self-insured plan our rates are driven by our actual claims and resulting projections, as well as medical trend assumptions.

DENTAL PLAN RATES – EFFECTIVE JANUARY 1, 2024

We are happy to say that the dental rates for both the Delta PPO Plus Premium plan and the Delta Care plan are not changing.

OPEN ENROLLMENT PERIOD

During the Open Enrollment period **November 1 through November 30th**, eligible employees may switch coverage from one medical or dental plan to another, enroll in a plan for the first time, add or remove dependents, change membership from individual to family (or vice versa), with the transaction effective January 1, 2024. [Note: Enrolling or changing membership in any of the plans is not permitted at other times unless qualifying conditions by IRS regulations are met for example, marriage, birth of a child (c)4C BT /P Jc1]pou1 (e)]TJhishindils coverage due to termination of employment, etc.]

Information about the plans may be obtained on the Open Enrollment webpage and from the Benefits Office in the 129 Lake St. building on the Brighton 51g on Dti

through the PeopleSoft/HR eBenefits service. For information and instructions go to www.bc.edu/openenrollment. Also see the enclosed General Information page. (To enroll in the MetLife Legal plan, see the enclosed MetLife Legal memo, since enrollment is done through their website not through PeopleSoft)

Note: If you change to or enroll in a family membership and include your spouse for the first time, you will need to upload a copy of your **marriage certificate** through the eBenefits process or submit a copy to the Benefits Office before your enrollment request can be processed.

[If you make no change your current medical and dental coverage will simply continue.]

THE PRESCRIPTION MAIL ORDER OPTION