

Indiana State University Open Enrollment October 21, 2024 through November 15, 2024

Forms must be submitted to the Employee Benefits Office on or before November 15
All changes will be effective January 1, 2025

If you do not wish to make any changes to your current benefits, you do not need to do anything. FSA accounts are only benefits that require re-enrollment.

No rate increase or plan changes for 2025

The University is happy to announce there will be no rate increases for employee health coverage premiums in 2025. For more information on the 2025 health coverage rates click [here](#). Please note there are also no plan changes to either Health Plan for 2025.

The Wellness Discount for 2025 coverage is \$40 for employees and \$30 for spouses who completed their Wellness Screenings this year for 2025 discount.

Health, Dental, and Prescription Drug Coverage

Indiana State University will continue to offer employees the option of choosing between our Traditional PPO Plan and a High Deductible Health Plan (HDHP). Click [here](#) for information regarding the differences between the two plans. You will need to make the choice regarding which plan is right for you and your family. Please contact Employee Benefits at ext. 4114 if you would like to schedule an appointment to review the options.

If you wish to make a change or to switch coverage between plans, you must complete the [OE 2024 Medical, Dental, & Prescription Drug Application](#) and submit it to Employee Benefits by November 15, 2024.

[Additional information](#) regarding both plans, rates, and a list of documentation which must be submitted when adding dependents can be found on the Employee Benefits webpage. We provide a subsidized rate to employees whose household income is less than 200% of the Federal Poverty Guidelines. The subsidized rate is only available for employees on the PPO plan. An Employee [Application for Health Coverage Subsidy](#) and a [2023 Federal Tax Return Transcript](#) must be provided to Employee Benefits to apply for the subsidized rate. Click [here](#) for additional information and poverty guidelines. These are due to the Employee Benefits Office by November 15, 2024.

If you do not wish to make any changes to your current coverage, you do not need to do anything.

Flexible Spending Account

If you currently participate in the Flexible Spending Account (FSA) program, **you MUST complete a new application to participate in 2025.** The medical FSA is available to individuals enrolled in the Traditional PPO coverage or those not on either University Health Plan. The medical FSA is not available for High Deductible Health Plan enrollees.

An FSA is a pre-tax account used to help pay for qualified medical or dependent care expenses. Each year, you are given the opportunity to participate in the FSA. The only time you can make an annual election is during Open Enrollment for the following calendar year. These contributions will reduce your taxable income and wages reported to Social Security. Participating employees may designate any amount up to the IRS maximum (\$3,300 for medical expenses for 2025 and \$5,000 for dependent care expenses.) Contributions made to the medical FSA are forfeited if not used by March 15, 2026, or the last day of the month following employee's date of termination. A Dependent Care FSA may be selected to pay for dependent care costs and funds must be used by March 15, 2026, or the last day of the month following employee's date of termination.

To take advantage of these savings, please click on the [OE 2024 FSA Enrollment Application](#). Click [here](#) for more information regarding our FSA. Once you have made an election, it can only be changed within 31 days of a qualifying status change as defined by the IRS.

Voluntary Life Insurance

On 07/01/2024, the University changed life insurance carriers to Unum, and they are offering a modified Open Enrollment opportunity. This Modified Open Enrollment allows employees to purchase up to \$180,000 in Voluntary Life Insurance for themselves and up to \$50,000 on their spouse without Evidence of Insurability (EOI). Employees can also purchase up to \$10,000 on dependent children. Any amounts added for spouse and/or dependents cannot exceed the amount of coverage an employee has on themselves. If you wish to purchase voluntary life insurance or add additional coverage, please return the completed [application](#) to Employee Benefits by November 15, 2024. Premium Rates are located on page 2 of the application. **We must have the document with the original signature; electronic submission is not available.**

Vision Coverage

The University offers a voluntary Vision Plan through MetLife, utilizing the VSP network. You may enroll in voluntary vision coverage even if you are not enrolled in the University's health coverage. Once you enroll in vision coverage, you may not cancel until you have been

covered for at least twelve months. The plan covers one exam and one set of lenses per rolling 12-month period per member and one set of frames per rolling 24-month period per member. It will also cover contacts in lieu of glasses. To add or make changes to your existing coverage, please click on the [OE 2024 Vision Plan Enrollment Form](#). Click [here](#) for more information regarding the Vision Coverage.

Important Notices

We are required to notify employees of certain rights on an annual basis. Please click on [Important Notices and Changes](#) for additional information regarding legislative changes and your rights under various employment laws. As required by the Affordable Care Act, we have posted a copy of the [Summary of Benefits and Coverage](#) for our medical plan.

Please note that applications that are not electronic can be completed and returned by email to Employee Benefits at ISU-SB@indstate.edu, printed and returned through campus or regular mail to Rankin Hall 300, or faxed to ext. 8084.

All forms must be returned to the Employee Benefits Office on or before November 15, 2024. Please contact Employee Benefits at 812-237-4114 if you have any questions.