



2024 Open Enrollment

BEGINS: Tuesday, May 7, 2024, at 7:00 a.m. CST

ENDS: Tuesday, May 21, 2024, at 5:00 p.m. CST

Changes for the 2024-25 Plan Year

All State of Nebraska public servants are required to log into Workday and complete the Open Enrollment process.

Make sure that your address is current in Workday system for ID card delivery.

For the upcoming 2024-2025 plan year, we have a few updates to draw your attention to:

- **Removal of the Direct Primary Care Plan options:**

As the Pilot Program timeframe has ended and the selection and participation in these plans has remained low, we have decided to remove Direct Primary Care as an option for a medical plan. You will still have several plans to choose from, however please note, if you have been on one of the DPC plans, you must select another plan to remain covered on our medical plan.

- **To comply with IRS requirements:**

- Consumer Focused plan's in-network individual deductible increasing to \$3,200 due to IRS compliance requirement
- Medical Flexible Spending contribution limit will increase to a max of \$3,200
- Dependent (Daycare) Flexible spending contribution limit will remain at \$5,000
- Health Savings Account (HSA) contribution limit will increase for individual to a max of \$4,150
- Health Savings Account (HSA) contribution limit will increase for family to a max of \$8,300 eligible expenses/charges.

- **Premium Increase of 4% across all plans:** The State continues to work towards providing affordable and high-quality health plans, with premium increases that are lower than market trends. In the Kaiser Family Foundation survey, increases for 2024 show an average of 5.6% increase for single coverage and 7.7% for family coverage.

- **Several recent additions and enhancements from prior years will remain:** These will include benefits such as the expanded preventative drug list, increased limits for PT/OT/ST therapies and reduction of medical co-pays. It also includes the elimination of cost sharing for a birth of a child (Please note in-network medically necessary inpatient and outpatient standard maternity related services will be paid at 100% of eligible expenses. In-network inpatient well baby nursery eligible charges will also be paid at 100%. *This benefit only applies to the Wellness with Incentive Medical Plan and only on eligible expenses/charges).