FALL INTO 20 OPEN ENROLLMENT 23

ELECTION PERIOD OCT. 17 - NOV. 4, 2022

It’s time to make your plan changes for 2023, including adding or removing eligible dependents.

Learn more at the Zoom Kickoff Meeting Oct. 11, 9 – 11 a.m.
WWW.KENT.EDU/ZOOMOPENENROLLMENT

Division of Human Resources
High Deductible Health Plan Basics

Presented by:
Employee Benefits
Division of Human Resources
October 2022
Where to access the Open Enrollment Portal

Access the Open Enrollment portal through Flashline

- Click the Employee Dashboard
- Click on My Earnings and Benefits Elections
- Select “Start Your 2023 Open Enrollment new!”
High Deductible Health Plan Basics

HDHP

Enjoy All The Benefits of a Traditional Plan
HDHP

Preventative Care Covered at 100%
HDHP

Full Deductible Must Be Met

Higher Deductible

$2,800 (Single) In Network
$5,400 (Family) In Network
Health Savings Account (HSA) Basics

- Contribution is Tax Free
- Paired with Health Savings Account
- Employer annual contribution: $1,100 single/$2,000 family
- Funds Roll Over Year-to-Year
- Funds Leave With You
<table>
<thead>
<tr>
<th>Medical Mutual 85/60 Family Plan (Optional Flexible Spending Account)</th>
<th>Medical Mutual HDHP Family Plan (Paired with a Health Savings Account)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Per Pay Cost = $216.19</td>
<td>Per Pay Cost = $117.28</td>
</tr>
<tr>
<td>Annual premium = $5,188.56</td>
<td>Annual premium = $2,814.72</td>
</tr>
<tr>
<td>Co-pays: $15/PCP &amp; $30/Specialist</td>
<td>No co-pay</td>
</tr>
<tr>
<td>Kent State Contribution = $0.00</td>
<td>Kent State Contribution = $2,000.00</td>
</tr>
</tbody>
</table>

Annual Savings of $2,373.84 with the HDHP
Per Pay Savings of $98.91 with the HDHP
### Staff Employee Earning $33,000 Per Year

<table>
<thead>
<tr>
<th>Plan Description</th>
<th>Per Pay Cost</th>
<th>Annual Premium</th>
<th>Co-pays</th>
<th>Kent State Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical Mutual 85/60 Single Plan (Optional Flexible Spending Account)</td>
<td>$50.62</td>
<td>$1214.88</td>
<td>$15/PCP &amp; $30/Specialist</td>
<td>$0.00</td>
</tr>
<tr>
<td>Medical Mutual HDHP Single Plan (Paired with a Health Savings Account)</td>
<td>$20.38</td>
<td>$489.12</td>
<td>No co-pay</td>
<td>$1,100.00</td>
</tr>
</tbody>
</table>

**Annual Savings of $725.76 with the HDHP**

**Per Pay Savings of $30.24 with the HDHP**
Health Savings Account (HSA)

HDHP Basics

- Same Benefits as a Traditional Plan
- Lower Premium Contributions
- Higher Deductibles
- Tax-Free Savings Through HSA
✓ Benefits Hotline – 330-672-myHR (6947)
✓ Benefits Email benefits@kent.edu
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