

# Welcome to Open Enrollment for 2024 Benefits

Monday, Nov. 13 to Friday, Dec. 8 (5 p.m.)

Open enrollment is your once-a-year opportunity to enroll in or change your benefits for the upcoming year. After open enrollment, you can only change your benefits if you have a qualified status change, such as birth or marriage.

## What's new for 2024

Here's a rundown of what's changing and what's not for 2024:

- No healthcare benefit changes. All medical, pharmacy, vision and dental premiums and benefits are staying the same.
- New life and AD&D insurance and short- and long-term disability (STD/LTD) insurance company, which means:
  - You have a one-time opportunity to get up to \$250,000 in life insurance coverage, no questions asked.
  - You can purchase coverage for your spouse and children without enrolling in supplemental life for yourself.
  - The new optional LTD buy-up will cover up to \$90,000 of lost income (66-2/3% of \$150,000 in annualized pay). If currently enrolled in the old optional LTD buy-up, you will default into the core LTD unless you re-enroll in the buy-up.

Learn more on the next page.

## If you do nothing:

- You will have the same healthcare benefits you have now.
- You will NOT have a Health Care FSA or Dependent Care FSA. You must re-enroll in these accounts each open enrollment to participate the next year.
- You will default into the core LTD plan, which covers up to \$60,000 per year of lost income (60% of \$100,000 in annualized pay). Because the buy-up LTD benefit and premium are changing, any current buy-up coverage will be canceled, and you will need to re-enroll during open enrollment if you want the LTD buy-up in 2024.
- You will remain enrolled in supplemental life insurance (if previously elected).

## 2024 Healthcare Premiums and Deductibles Stay the Same

Chelan County PUD provides valuable healthcare benefits to you and your family and will continue to pay most of the premiums in 2024 with **no cost increase!** Below is a summary of premiums, plan deductibles and copayments.

Premiums	PPO Plan		CDHP	
Per Month	Employee	Employer	Employee	Employer
Medical (including Rx and vision)	\$152.03	\$1,875.09	\$0.00	\$1,658.01
Dental	\$8.93	\$110.14	\$0.00	\$119.09
Monthly total	\$160.96	\$1,985.23	\$0.00	\$1,777.10
<b>Annual Total</b>	<b>\$1,931.52</b>	<b>\$23,822.76</b>	<b>\$0.00</b>	<b>\$21,325.20</b>
<b>Per Paycheck</b>	<b>\$74.29</b>	<b>\$916.26</b>	<b>\$0.00</b>	<b>\$820.20</b>
Out-of-Pocket Costs	PPO Plan		CDHP	
Deductibles	\$300/person and \$900/family		\$1,250/person and \$2,500/family	
Annual Out-of-Pocket Maximums	\$1,300/person and \$3,900/family		\$3,300/person and \$6,600/family	
Physician	\$20 copayment		20% coinsurance after deductible	
Hospital (inpatient and outpatient)	20% coinsurance after deductible			
Emergency	\$50 copayment			
Chiropractic	\$20 copayment			
Vision Exam	\$20 copayment			
Vision Hardware	\$300 allowance every 24 months			

## Life and AD&D Insurance Updates

### Basic Life and AD&D Insurance

The District's comprehensive benefits program includes 1x pay (up to \$400,000) of employer-paid basic life and accidental death and dismemberment (AD&D) insurance, plus the opportunity for you to purchase additional coverage.

For 2024, we're switching our life and AD&D insurance vendor to The Hartford. This change brings a few benefit improvements and a special opportunity to purchase more coverage.

### Supplemental Life Insurance

You can purchase the following amounts of supplemental life insurance for yourself, your spouse and your eligible children.

<b>Employee coverage options:</b>	1x, 2x, 3x, or 4x your annual pay up to \$700,000★
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★**Improvement!** The maximum coverage amount increases from \$600,000 to \$700,000.

<b>Spouse or Domestic Partner★ coverage options:</b>	Up to \$100,000 or 100% of employee's basic + supplemental coverage (whichever is less)
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★**Improvement!** You can purchase coverage for a domestic partner (DP) if the two of you meet the requirements to register as domestic partners in Washington State, and if you submit a notarized domestic partnership affidavit to the District.

<b>Child(ren) coverage:</b>	\$10,000 One premium covers all children under age 26★
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★**Improvement!** The maximum age to cover children increases from 23 to 26.

★**Improvement!** You can purchase supplemental life insurance for your spouse/domestic partner and child(ren) without purchasing coverage for yourself.

### There will be no change to the cost of supplemental life insurance.

The cost of the coverage is based on your age and how much coverage you purchase. Because the premiums are age-based, they will increase in the year you meet an age milestone (about every five years).

When you enroll on PeopleSoft, you can see your per paycheck deduction for different levels of coverage.

If you already have supplemental life insurance, your current coverage will be transferred to The Hartford and your paycheck deductions will continue as before.

Life insurance provides a payment to your beneficiary if you die for almost any reason. AD&D provides a payment to your beneficiary if you die as the result of a covered accident. If you are permanently injured because of a covered accident, AD&D will pay you a percentage of your coverage amount.

### Get up to \$250,000 of supplemental life insurance—no questions asked!★

During this year's open enrollment only, you may purchase up to the **guaranteed issue** of supplemental life insurance for yourself and your spouse/DP *without evidence of insurability*.

**Evidence of insurability (EOI)** means you must complete a health questionnaire (or possibly a health exam) and receive insurance company approval to be covered.

The **guaranteed issue** is the maximum amount of insurance you can get without EOI.

- Employee: Up to 4x your salary (not to exceed \$250,000)
- Spouse/domestic partner: \$30,000

If you enroll yourself or your spouse/domestic partner at any other time, or if you want more than the guaranteed issue in coverage, EOI is required.

EOI is not required for child(ren) life insurance.

★**One-time opportunity [this year only!](#)**

## Short-Term and Long-Term Disability Insurance Updates

The District’s comprehensive benefits program automatically provides you with employer-paid short-term disability (STD) insurance and employee-paid long-term disability (LTD) insurance. You also have the opportunity to purchase an additional level of LTD (a buy-up) for a higher income replacement benefit.

The Hartford will be our new STD and LTD insurance vendor for 2024 and with this change comes an improvement to our LTD buy-up.

### Income Replacement Benefits

STD and LTD provide income in place of your regular pay if you are sick or injured and unable to work. They cover non-work-related injuries only—work-related injuries are covered by the workers’ compensation program.

1

#### Paid Leave

Replaces 100% of pay for your first 40 consecutive hours of absence.

2

#### STD\*

Replaces up to 70% of base pay from 40 hours to 180 days of total absence.

3

#### LTD\*

Core LTD replaces up to 60% of base pay from 180 days until recovery or retirement. The buy-up replaces up to 66-2/3rd% of base pay.

\*STD and LTD benefits may be coordinated with other sources of disability income to pay a maximum 70% benefit (STD) or 60% / 66-2/3% benefit (LTD).

### Short-Term Disability Income

STD begins after you’ve been unable to work for 40 consecutive hours due to an injury or illness. If approved, you’ll receive up to 70% of your eligible earnings for up to 180 consecutive days, and you can use personal leave to make up the other 30% and receive a full paycheck.

### Long-Term Disability Income

LTD follows STD benefits, and if approved by the insurance company, begins after you have been disabled and unable to work for 180 consecutive days. You are automatically enrolled for core coverage, with benefits paying 60% of your eligible earnings, to a maximum of \$5,000 per month, or \$60,000 per year. Core LTD costs \$19.50 per month.

Employees pay for LTD benefits to avoid having to pay income taxes on benefits received.

#### LTD Buy-Up Option

During open enrollment, you can enroll in (or re-enroll in) the LTD buy-up, which pays 66 2/3% of your eligible earnings to a maximum of \$7,500 per month, or \$90,000 per year. ★ The cost is \$35.92 per month.

★ **Improvement!** The LTD buy-up benefit has been increased from \$5,000 to \$7,500 per month—an additional \$30,000 per year.



#### LTD Buy-Up Re-Enrollment Required

There will be an increase in the LTD buy-up premium. Consequently, if you’re currently enrolled in the LTD buy-up and want to keep this coverage, you must re-enroll during open enrollment; otherwise, you’ll be enrolled for 60% core LTD coverage starting January 1, 2024.

Benefit questions? Scan here to get answers.



Check out our easy-to-navigate benefits website for details about *all* your Chelan County PUD benefits. [mychelanpudbenefits.org](http://mychelanpudbenefits.org)

Tried the website and still can’t find an answer?

Contact Chelan County PUD Benefits for help:

- Email: [benefits@chelanpud.org](mailto:benefits@chelanpud.org)
- Call: 509-661-4448



As a Chelan County PUD employee, you make a difference in your community every day. In return, the District provides benefits to make a difference in your life by providing financial security for you and your family—now and in the future.

## Open Enrollment for 2024 Benefits Monday, Nov. 13 –Friday, Dec. 8 (5 p.m.)

If you have any questions about your 2024 benefits or how to enroll, email [benefits@chelanpud.org](mailto:benefits@chelanpud.org)

## Ready, Set, Enroll



Before you enroll, be sure you:

1. **Learn about your options at [mychelanpudbenefits.org](https://mychelanpudbenefits.org).**  
Use the online tools and watch the videos to help you choose the right benefits for your situation.
2. **When you're ready to enroll, go to the [PeopleSoft Employee Self Service](#) pages.**  
(Works while logged in to a District computer only.)