

OPEN ENROLLMENT 2023



Monday, October 17, 2022 – Friday, November 4, 2022

Annual Open Enrollment elections and changes are made through Employee Self Service (ESS). Elections/changes are effective January 1, 2023 through December 31, 2023.

All employees are strongly encouraged to review their current benefits, covered dependents, and beneficiaries. Everyone who wants to contribute to a Flexible Spending Account, participate in the Health Savings Account, or elect the MetLife Legal Plan for 2023 MUST make those elections or re-elections during open enrollment.

Once Open Enrollment closes, you will not be able to make changes to your 2023 benefits elections unless you have a qualifying life event.

2023 HIGHLIGHTS

- No significant health plan changes and a **slight increase to the employee's share of medical costs.**
- The IRS has increased the minimum HDHP deductible allowed for 2023. This means that the **Aetna HDHP** deductible has increased to \$1,500 individual/\$3,000 family in-network, and \$1,700 individual/\$3,400 family out-of-network.
- The Getty will continue to make an annual contribution of \$750 for individuals and \$1,500 for families to employees' **Health Savings Accounts.**
- The annual maximum contribution for **Health Savings Accounts** has increased for 2023 to \$3,850 for individual coverage and \$7,750 for family coverage. This includes a combination of Getty and employee contributions.
- The IRS has increased the 2023 annual maximum contribution for **Health Care Flexible Spending Account and Limited Purpose Flexible Spending Account** to \$2,850. The Dependent Day Care Flexible Spending Account maximum contribution remains at \$5,000.
- As announced last Open Enrollment, 2022 Healthcare and Limited Purpose Flexible Spending Accounts have a maximum roll over of \$500 to 2023. Dependent Day Care Flexible Spending Accounts do not allow for a roll over to 2023. So you may plan, we also want to let you know that the IRS has announced that the carryover from 2023 to 2024 for Healthcare and Limited Purpose Flexible Spending Accounts will be \$570.
- Free visits with Licensed Professional Counselors through the **Employee Assistance Program (EAP)** have increased from 3 visits per topic to 6 visit per topics. All employees are automatically enrolled in the EAP, at no cost to the employee.

WHAT YOU NEED TO DO DURING OPEN ENROLLMENT

If you do not wish to make any changes to your benefits, most plans will carry over to 2023 automatically.

However, if you are currently enrolled in any of the plans below and wish to continue, you **must re-enroll, as these elections do not automatically carry over to 2023.**

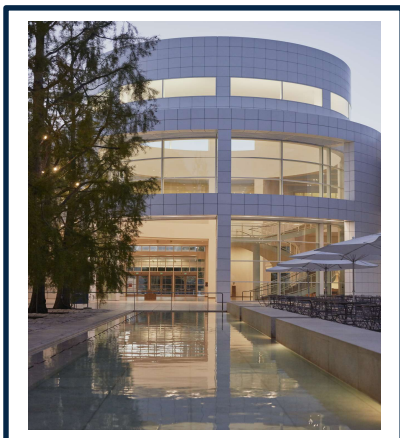
- Health Savings Account
- Healthcare Flexible Spending Account
- Limited Purpose Flexible Spending Account
- Dependent Day Care Flexible Spending Account
- Metlife Pre-paid Legal (formerly known as Hyatt Legal)

EXAMPLES OF CHANGES YOU CAN ONLY MAKE DURING OPEN ENROLLMENT

- Change medical plans or enroll in medical coverage
- Enroll in dental coverage
- Add eligible dependents or remove dependents
- Increase or add Voluntary Life (subject to health review) and/or Voluntary Accidental Death & Dismemberment

EXAMPLES OF CHANGES YOU CAN MAKE ANYTIME DURING THE YEAR

- Update beneficiaries for Life and Accidental Death & Dismemberment. These can be verified and changed in your Benefit Summary in ESS
- Makes changes to your Vanguard Retirement Savings Account in the [Vanguard Portal](#)
- Contact UnitedHealthcare directly to change your Primary Care Physician and Medical Group if enrolled in one of the HMO plans
- Contact Metlife directly to add or terminate discounted Home/Auto and/or Pet Insurance policies



Questions about Open Enrollment?

Contact Getty Human Resources at HR@getty.edu or 310-440-6523

Need assistance accessing Employee Self Service (ESS) or forget your password?

Contact the Getty Digital Helpdesk at GettyDigitalHelp@getty.edu or 310-440-1199