

# OPEN ENROLLMENT 2024

# Getty

## Monday, October 9, 2023 – Friday, October 27, 2023

Annual Open Enrollment elections and changes are made through Employee Self Service (ESS). Elections/changes are effective January 1, 2024 through December 31, 2024.

All employees are strongly encouraged to review their current benefits, covered dependents, and beneficiaries.

**Anyone who wants to contribute to a Flexible Spending Account, participate in the Health Savings Account, or elect the MetLife Legal Plan for 2024 MUST make those elections or re-elections during open enrollment.**

Once Open Enrollment closes, you will not be able to make changes to your 2024 benefits elections unless you have a qualifying life event.

## 2024 Highlights

- **Important** - The UnitedHealthcare SignatureValue Advantage HMO office visit costs, which includes primary care visits, specialist visits, lab and x-rays tests, chiropractic visits, and urgent care, will increase from \$10 copays to \$15 copays. Please review the updated benefit summary at [www.gettyhr.com](http://www.gettyhr.com) or contact GettyHR with any questions.
- The IRS has increased the minimum HDHP deductible allowed for 2024. Therefore, Aetna HDHP deductibles have increased to \$1,600 for individuals and \$3,200 for families in-network, and \$1,800 for individuals and \$3,600 for families 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 2024 to \$4,150 for individual coverage and \$8,300 for family coverage. This includes a combination of Getty and employee contributions.
- MetLife Legal plan has been enhanced to include identity restoration services, guardianship and 4 hours of attorney services for non-covered matters.

# 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 2024 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 2024.

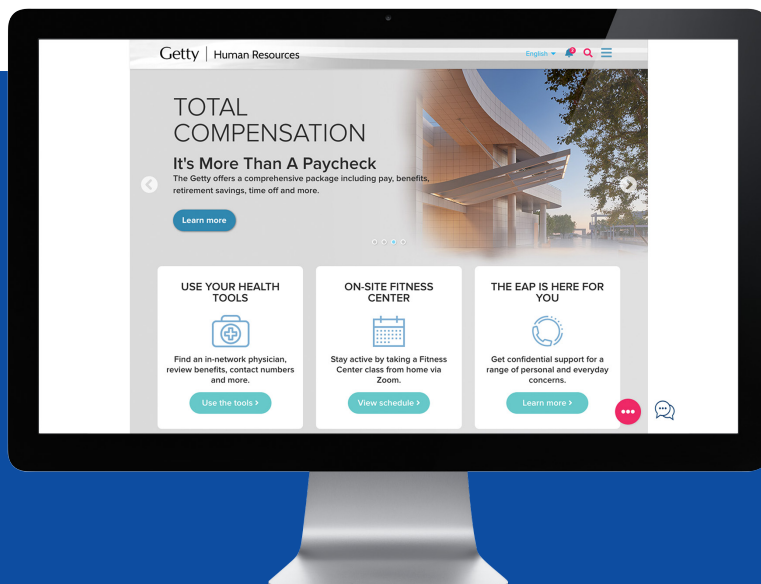
- Health Savings Account
- Healthcare Flexible Spending Account
- Limited Purpose Flexible Spending Account
- Dependent Day Care Flexible Spending Account
- Metlife Legal

## 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](mailto: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](mailto:GettyDigitalHelp@getty.edu) or 310-440-1199

Visit [www.gettyhr.com](http://www.gettyhr.com) for detailed information