



# BENEFITS OPEN ENROLLMENT

Is November 13 – December 11

Open enrollment is your chance to get a plan that's right for you.

## Get Ready!

For 2024, there are a few benefits changes to be aware of. You will receive plenty of details, enrollment materials and support from your HR Team to make it easy! All you will need to do is set aside some time during our Benefits Open Enrollment to review the options available to you. **This is an active Open Enrollment period, and you will need to log into myHR (at work) and make your benefit elections, even if you wish to maintain your current choices.**

## Get Informed For Open Enrollment.

### Know Your Options

You will continue to have access to the widest selection of medical insurance plans in the country through the Federal Employee Health Benefit Plan (FEHB) as a Tribal Employee.

If you're currently enrolled on a plan, please be sure to review any changes.

### Watch Your Inbox

Over the next few weeks, you'll receive information about your benefit changes. Please be sure to review that information to best understand your coverage and coverage options.

### Get Answers

If you have any questions or need further information, please feel free to contact the Benefits Team in the HR Department.

907.729.1301 | [akahrbenefits@anthc.org](mailto:akahrbenefits@anthc.org)

### Don't Wait

Enrollment in myHR between November 11 and December 13.

## What happens if you don't enroll?

If you don't participate in Open Enrollment, your current elections will roll over into the new plan year with your current coverage level, and the new employee cost-share.

All coverage will rollover except for your Flexible Spending Account (FSA) contributions – you need to enroll or re-enroll if you want to participate for 2024.

## Total Rewards Philosophy

ANTHC is committed to ensuring that our Total Rewards philosophy remains competitive in compensation and benefits. To achieve this, we continually review and adjust our offerings. Looking ahead to 2024, important Medical coverage changes are expected in the Federal Employees Health Benefits (FEHB) program. These changes aim to improve the overall access, affordability, and quality of healthcare services for employees and their families.

With a focus on enhancing healthcare options and aligning with evolving industry trends, the 2024 FEHB changes may include updates to the list of available health plans, expanded telehealth services, greater coverage for preventive care, and increased emphasis on wellness programs. Be sure to review your options.

## Review your benefit changes...

**Dental and Vision:** Our dental and vision plans and carriers will remain the same, but we are introducing employee cost-sharing for these plans.

**Flexible Spending Account (FSA):** We are transitioning to a new vendor, Rocky Mountain Reserve, for FSA services. This change aims to provide you with a better FSA experience.

**Employee Assistance Program (EAP):** Enhancements are being made to our EAP services and features to support you in times of need.

**Paid Time Off (PTO):** We are adding an annual buyback program for you to cash out up 80 hours of PTO. Requests for this buyback option should be done by December 31st. Additionally, we are instituting a cap on PTO accruals, which will be set at 390 hours.