

What's New? ^[1]

Discover what's changing with CU Health Plans for the 2024-25 plan year and plan a route to your healthiest destination.



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OPEN ENROLLMENT

WHAT'S
NEW?

At a glance

The new plan year that starts July 1 will feature four key changes to CU Health Plans:

- All plans will offer **no-cost generic drugs** used to prevent or treat chronic health conditions such as cardiovascular disease, respiratory issues and many others.
 - **Deductibles will increase** for the High Deductible and Extended plans.
 - **Medicare** will have two 2024 Open Enrollments, one in spring and one in fall. Starting this fall, CU will move its annual Open Enrollment period for Medicare plans to align more closely with national Medicare enrollment.
 - **Monthly premiums** will vary plan, with no change for some plans and increases for others.
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- Faculty & Staff
 - GME Medical Residents
 - Medicare-eligible retirees and surviving spouses
 - Non-Medicare retirees and surviving spouses



Medical plan changes

No-cost coverage for generic preventative drugs

A big part of staying healthy is finding and treating problems before they get serious. That's one reason CU Health Plan is expanding coverage for no-cost preventative generic drugs.

- CU Health Plan enrollees will be able to fill prescriptions for generic drugs used to prevent or treat certain chronic health conditions at no cost. Common conditions include:
 - Cardiovascular conditions
 - Respiratory disorders
 - Hypertension
 - Osteoporosis
 - Anticoagulants/antiplatelets
 - Preventative care
 - Women's health
 - And more!
- When prescribed eligible drugs by your doctor, you'll be able to fill these at \$0 cost, even if you haven't met your medical plan deductible yet, if applicable.
- Generic drugs use the exact same effective ingredient(s) of brand-name medications and are formulated with the same quality, dosage, safety and effectiveness as the original drugs.
- Covered no-cost preventive generic drugs were determined by Affordable Care Act and IRS regulations, and covered drug lists are updated quarterly.
- Anthem plan members can find a list of eligible drugs on the CVS website ^[2], and Kaiser plan members can view their drug pricing quick reference guide ^[3] and preventative tier drug list ^[4].

High Deductible plan deductible and out-of-pocket maximum increasing

- CU Health Plan — High Deductible enrollees will see their deductible increase to \$1,600 for single in-network coverage and \$3,200 for family in-network coverage (formerly \$1,500 and \$3,000 respectively).
 - This represents the lowest deductible allowed by the IRS for high deductible plans that pair with a Health Savings Account.
- The out-of-pocket maximum will increase to \$3,200 for single in-network coverage and \$6,400 for family in-network coverage (formerly \$3,000 and \$6,000 respectively).
- The plan's out-of-network deductible will be \$3,200 for single coverage and \$6,400 for family coverage (formerly \$3,000 and \$6,000 respectively), and the out-of-pocket maximum will be \$6,400 for single out-of-network coverage and \$12,800 for family out-of-network coverage.

Extended plan deductible increasing

- CU Health Plan — Extended enrollees will see their deductible increase to \$1,000 for single coverage and \$2,000 for family coverage (formerly \$750 and \$1,500 respectively).



RATES

Monthly premiums

- **Visit the Rates webpage** ^[5] to view the rate sheets for the upcoming plan year. Here, you can see premiums for your current plans and compare them to all available plans.
- The university will continue to contribute 90% of premiums, averaged across all medical and dental benefits.

When to take action

- **Passive enrollment:** If you would like to keep the same benefit choices, no action is required. You will be automatically re-enrolled.
 - **There's one exception:** You must re-enroll in your Health Care Flexible Spending Account and your Dependent Care Flexible Spending Account for plan year 2024-25.
- **Now's a good time to consider other benefits:** Do you need to update your beneficiaries, enroll in or adjust voluntary retirement contributions or make changes to your life insurance policies? You can do these things any time of year, but Open Enrollment is a great time to take a closer look. Watch Open Enrollment on-demand digital courses to learn more starting April 22.
- **How to enroll:** You will make your Open Enrollment changes in the employee portal using the benefits enrollment tool. If you need portal login credentials or have access issues, visit the enrollment tool access page ^[6].



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Medicare plan changes

Medicare eligible retirees and surviving spouses will have two Open Enrollments to enroll in or change their plans this year.

In fall 2024, CU will move its annual Open Enrollment period for Medicare plans to align more closely with national Medicare enrollment. This includes CU Health Plan – Medicare, Alternate Medicare Payment (AMP), Medicare/High-Deductible combination plans, and the Delta Dental Premier plan.

As part of this change, the current medical plan coverage will extend through Dec. 31, 2024, and a new coverage period will start on Jan. 1, 2025. Annual Medicare enrollment will continue with a calendar year schedule going forward.

What this new direction means for you

Moving to a calendar year schedule and aligning with Medicare enrollment has benefits for you:

- By consolidating enrollment dates to one period in the fall, Medicare enrollees can streamline the process for making changes to their health care coverage.
- Your current medical coverage will extend to an 18-month plan year and your current deductibles will carry over through Dec. 31, 2024.
- Premier Dental plan enrollees will be provided a 6-month coverage period with a new maximum benefit and have that maximum benefit start again on Jan. 1, 2025.
- The change also provides opportunities to help maintain premium costs and benefit coverage.

Monthly premiums stay the course

Monthly premiums will remain the same for CU Health Plan – Medicare, High Deductible and Premier Dental plans, and the AMP payment will not change.

Like your plans? No action needed

While you can make changes during this period, if you like your plan selections and wish to keep them, no action is needed on your part. You'll be enrolled in the same plans for the new plan year, beginning July 1 until Dec. 31, 2024.

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- **Now's a good time to consider other benefits:** Do you need to update your beneficiaries or your life insurance policies? You can do these things any time of year, but Open Enrollment is a great time to take a closer look.
- **How to enroll:** You will make your Open Enrollment changes in the employee portal using the [benefits enrollment tool](#). If you need portal login credentials or have access issues, visit the [enrollment tool access page](#) ^[6].
- **Fall Medicare Open Enrollment:** Watch for emails and mail announcing CU's Medicare Open Enrollment dates this fall, during which you will choose your plan elections for the plan year starting Jan. 1, 2025.



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- Monthly premiums will remain the same for CU Health Plan – Medicare, High Deductible and Premier Dental plans, and the Alternate Medicare Payment will not change.

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Groups audience:

Employee Services

Source URL: <https://www.cu.edu/employee-services/open-enrollment/whats-new>

Links

[1] <https://www.cu.edu/employee-services/open-enrollment/whats-new>

[2] https://www.caremark.com/portal/asset/CU_Health_HDHP_Preventive_DL.pdf

[3] <https://www.cu.edu/doc/kaiseraccessingdrugpricing-quickreferenceguide-commercialmembers-1pdf>

[4] <https://www.cu.edu/doc/kaiserpreventive-tier-drug-list-co-en-2024-1pdf> [5]

<https://www.cu.edu/employee-services/open-enrollment/monthly-rates> [6] <https://www.cu.edu/employee-services/benefits-enrollment-tool-access-help>