

2024-2025 ENROLLMENT | **BURLESON ISD**

# WHAT'S NEW IN 2024

- ▶ **Open Enrollment Guarantee Issue** for Individual Life
- ▶ **NEW!** Flexible Spending Account (F.S.A) Maximum
- ▶ **NEW!** Health Savings Account (H.S.A) Maximum
- ▶ **NEW!** Identity Theft Protection Carrier
- ▶ **NEW!** Telehealth Carrier

## ENROLLMENT DATES

7/15/2024 - 8/16/2024

## BENEFIT WEBSITE

[WWW.MYBENEFITSHUB.COM/BURLESONISD](http://WWW.MYBENEFITSHUB.COM/BURLESONISD)



### HIGGINBOTHAM PUBLIC SECTOR

#### CALL CENTER

**(866) 914-5202**

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### DOWNLOAD APP

TEXT BENEFITS TO **(214) 831-4215**

APP GROUP #: **FBSBURLESON**

**NOW IS THE TIME** to make your benefit elections for a 09/01/2024 effective date. During your annual enrollment period, you may enroll for additional benefits, change plan options, or change dependents. For supplemental benefits that require Evidence of Insurability, a later effective date may apply. If you experience a special enrollment event outside of the annual enrollment period, notify your benefits department within 31 days of event.

### HIGG BENEFIT CARE LINE

In addition to the HPS Call Center, you may contact the Benefit Care Line to receive assistance with claims filing and general coverage questions.

(833) 453-1680

8:00 am - 5:00 pm, Monday - Thursday

8:00 am - 3:00 pm, Friday

### BENEFIT UPDATES

*Coming in the 2024-2025 plan year:*

**MEDICAL:** BCBSTX and TRS releases premiums and benefit designs online following approval by the TRS Board of Trustees each spring. Rates for the 2024-2025 plan year are subject to change, please visit the TRS ActiveCare website for the most up to date information. [bcbstx.com/trsactivecare](http://bcbstx.com/trsactivecare)

**INDIVIDUAL LIFE:** Employees may elect up to \$100,000 for themselves, \$30,000 for their Spouse and \$10,000 for their Child(ren) without evidence of insurability requirements.

**FLEXIBLE SPENDING ACCOUNT:** If you're currently contributing to a Flexible Spending Account (F.S.A) and wish to continue the option in the 2024-2025 plan year, you must elect the plan in **THEbenefitsHUB**. The contribution limit for 2024-2025 is \$3,200.

**HEALTH SAVINGS ACCOUNT:** If you're currently contributing to a Health Savings Account (H.S.A) and wish to make changes for the 2024-2025 plan year, you must log into **THEbenefitsHUB**. The contribution limits for 2024-2025 are \$4,150 individual and \$8,300 family. If you're over 55+ you have an additional \$1,000 catch-up.

**IDENTITY THEFT PROTECTION:** The identify theft protection plan will be moving from IDWatchdog to Experian. If you are currently enrolled in an IDWatchdog plan, you have been rolled into the Experian Elite Plan for the 2024-2025 plan year.

**ENHANCEMENT:** We're excited to announce a new feature in **THEbenefitsHUB**. You can now add consent in your profile page to receive your 1095c directly from within **THEbenefitsHUB**.

**TELEHEALTH:** The Telehealth plan will be moving from MDLIVE to Recuro. If you are currently enrolled in the Telehealth plan, you have been rolled into the Recuro plan for the 2024-2025 plan year.

## IMPORTANT TIPS BEFORE YOU BEGIN ENROLLMENT

### FOR NEW EMPLOYEES

1. You are required to log in **THEbenefitsHUB** and enroll or decline medical coverage for yourself and/or eligible dependents within 31 days of employment.
2. You will need your dependent's SSN to complete enrollment.
3. Have your PCP number ready. [Provider Search](#)
4. Know who your beneficiaries are and their information to finalize enrollment.

### CAN YOU HAVE BOTH AN HSA AND AN FSA?

No, you can only choose to enroll in one or the other, but you cannot contribute to both an HSA and an FSA.

### WHAT IF YOU ARE CURRENTLY ENROLLED IN AN FSA AND WANT TO SWITCH TO AN HSA ON 9/1/2024?

If you are currently enrolled in an FSA and will be switching to an HSA, be sure to exhaust all of your FSA funds by 8/31/2024.

### WHAT OTHER HSA/FSA LIMITATIONS SHOULD BE CONSIDERED?

Please note, in general, per IRS regulations, married couples may not enroll in both a Flexible Spending Account (FSA) and a Health Savings Account (HSA). If your spouse is covered under an FSA that reimburses for medical expenses then you and your spouse are not HSA eligible, even if you would not use your spouse's FSA to reimburse your expenses. However, there are some exceptions to the general limitation regarding specific types of FSAs. To obtain more information on whether you can enroll in a specific type of FSA or HSA as a married couple, please reach out to the FSA and/or HSA provider prior to enrolling or reach out to your tax advisor for further guidance.

### ENROLLMENT OPTIONS

1. **Self-enroll** on **THEbenefitsHUB** or HPS mobile app. Follow instructions on the Login page. *Please go step-by-step until you reach the Congratulations page.*
2. **Contact the HPS Call Center**, July 15- August 16, 2024

(866) 914-5202

Monday - Friday, 8:00 AM - 6:00 PM / CST

\*Calls are recorded. Bilingual Assistance Available

### FOR EXISTING EMPLOYEES

1. Have your dependent's SSNs ready, if enrolling
2. To change PCP, call TRS-ActiveCare Customer Service (866) 355-5999
3. Update your beneficiaries

### LOGIN INSTRUCTIONS

1. Visit: [www.mybenefitshub.com/burlesonisd](http://www.mybenefitshub.com/burlesonisd)
2. Select Login
3. Enter your information
  - ⇒ Last Name
  - ⇒ Date of Birth
  - ⇒ Last Four (4) of Social Security Number

**NOTE:** **THEbenefitsHUB** uses this information to check behind the scenes to confirm your employment status.

Once confirmed, the Additional Security Verification page will list the contact options from your profile. Select either **Text**, **Email**, **Call**, or **Ask Admin** options to receive a code to complete the final verification step.

Enter the code that you receive and click **Verify**. You can now complete your benefits enrollment!

## BRING YOUR SMART PHONE TO GET LOGGED IN!

### HIGGINBOTHAM PUBLIC SECTOR CALL CENTER

Do you need Assistance with enrollment in

**THEbenefitsHUB**? Call (866) 914-5202

Monday - Friday, 8AM - 6PM / CST

\*Calls are recorded

### TRS-ACTIVECARE CUSTOMER SERVICE

Do you have questions on TRS-ActiveCare, or need to update your PCP?

Call (866) 355-5999

Benefit Presentations, Plan Summaries, Provider Searches, Claims Forms, Carrier Smart Phone Apps and more are located on your benefit website. The benefit website is also where you will go to complete your online Open Enrollment. The website address is listed on the front page and under the LOGIN INSTRUCTIONS section of this flyer or may be accessed with the QR Code.