

April 18, 2024

## Key Takeaways

During this year's open enrollment from May 1 through May 15, 2024, it's crucial to act on your health care coverage decisions, or you will not be covered for the short plan year that lasts the rest of this calendar year.

The University is transitioning to a new benefit plan year, effective from January 1 to December 31, which presents another chance for enrollment in October.

Three Flexible Spending Account (FSA) options are available through Rocky Mountain Reserve (RMR).

HRIC has multiple support channels available to help you navigate the enrollment process smoothly.

The annual open enrollment for DU-



3. Dependent Care FSA—available to all benefited employees to use for day care expenses.

You will have another opportunity to re-elect your FSA limits during the next open enrollment period in October.

For the 2024 plan year, you may contribute up to the IRS contribution maximum of \$3,200 to your Health Care FSA or your Limited Purpose Health Care FSA. (The current 2023-2024 plan year maximum is \$3,050).

If you do not use all of your FSA dollars from the 2023-24 plan year by June 30, 2024, you will be able to roll over up to \$610 from your Health Care FSA or Limited Purpose FSA to use the following year.

Dependent Care FSA dollars are, and will continue to be, “use it or lose it” during the benefits plan year (July-December); view the Benefits Guide for more information.

### **How Do I Learn More?**

We know open enrollment can be confusing. HRIC provides multiple opportunities to go over benefit and open enrollment information and for you to ask questions.

### **Open Enrollment Meetings**

**Date:** Wednesday, April 24, 11 a.m.-12 p.m.

**Date:** Thursday, May 2, 1-2 p.m.

**Zoom Recurring Link:** [https://udenver.zoom.us/j/89456.5 \(4\)4C /TT\(\)-0.6 \(p\)-16.41696 \(e\)](https://udenver.zoom.us/j/89456.5(4)4C/TT()-0.6(p)-16.41696(e))

representatives from HRIC and Gallagher Benefits Broker and Consultant will be on hand to provide information and answer questions about our plans and programs. Make sure to pick up your free swag from each carrier and submit your name in the raffle to win prizes.

**Date:** Wednesday, May 8, from 10 a.m. to 2 p.m.

**Location:** Community Commons, Room 1700, 2055 E. Evans Ave, Denver, CO 80208

**Drop-in and Appointments during the Open Enrollment Period**

In-person or phone appointments with a benefits specialist can be made Monday through Friday, 9