

MEMORANDUM

TO: Juniata College Employees
 FROM: Cady Kyle, Director of Human Resources
 DATE: November 1, 2023
RE: Medical Plan Premium/Pre-Tax Election

Juniata is pleased to continue offering the PPO option, as well as the Qualified High Deductible Health Plan (QHDHP) coupled with a Health Savings Account (HSA). Employees who have completed the voluntary Be Well @ Juniata Incentive program will receive the monthly Wellness Rate for the appropriate plan. For those who have not completed the voluntary Be Well @ Juniata Incentive program, the monthly rate is listed as the Base Rate.

The monthly rates for both plans January 1, 2024 through December 31, 2024 are as follows:

Coverage Level	2024 PPO Option Wellness Rate		2024 PPO Option Base Rate	
	Employee Only Monthly	Total Cost	\$ 846.23	Total Cost
Your Share		\$ 126.93	Your Share	\$ 169.25
2 Person Monthly	Total Cost	\$ 1,956.56	Total Cost	\$ 1,956.56
	Your Share	\$ 349.00	Your Share	\$ 391.31
Family Monthly	Total Cost	\$ 2,337.65	Total Cost	\$ 2,337.65
	Your Share	\$ 425.22	Your Share	\$ 467.53

Coverage Level	2024 QHDHP Option Wellness Rate		2024 QHDHP Option Base Rate	
	Employee Only Monthly	Total Cost	\$ 776.59	Total Cost
Your Share		\$ 116.49	Your Share	\$ 155.32
2 Person Monthly	Total Cost	\$ 1,794.02	Total Cost	\$ 1,794.02
	Your Share	\$ 319.97	Your Share	\$ 358.80
Family Monthly	Total Cost	\$ 2,143.42	Total Cost	\$ 2,143.42
	Your Share	\$ 389.85	Your Share	\$ 428.68

You are not required to complete a new Pre-Tax Election (Section 125) Form, unless you are making changes. Your election will remain on file. As you recall, Section 125 of the Internal Revenue Code allows you to pay your portion of the medical premiums with pretax dollars. The savings you recognize are equal to the amount of federal withholding and Social Security tax that is being paid on your share of the insurance premium.

If you have any questions or need information about Section 125, please contact Paige Hower, Benefits Specialist, at howerp@juniata.edu or (814)641-3187.