



To: Employees of Jefferson County Commission
Re: New Plan Year Open Enrollment Notification

Run-Out Processing for the 2024-2025 Plan Year HRA Claim Submissions

This notification is for all employees enrolled on the Highmark Group Medical Plan within the period of July 1, 2024 to June 30, 2025.

Medical Plan Deductible

For the upcoming Plan Renewal effective July 1, 2025, the Medical Plan Deductible will reset for Claims applicable to the In-Network Deductible to begin calculating the \$7,500 per Individual / \$15,000 per Family Benefit.

Health Reimbursement Account

For the HRA Deductible Reimbursement Plan, enrolled members will have to satisfy a new \$750 Deductible Responsibility for Employee Only Coverage and a new \$1,500 Deductible Responsibility for Employee + Dependent(s) Coverage for claims with dates of service on and after 7/1/2025.

Run-Out Period Extension

The Run-Out Period allows Employees to submit eligible EOB statements for claims with dates from 7/1/2024 through 6/30/2025 for reimbursement consideration beyond the end of this current plan year **UNTIL 9/30/2025**.

Claims Received After September 30, 2025 Will Be Denied for Late Submission.

Copies of the HRA Policy Overview, the REQUIRED Specific Plan Year HRA Claim Form, the Highmark EOB Example document, and the Highmark Handout Instruction for obtaining your EOB document using the Member Website Portal are available on the County's website in the "County Employee Benefits" section or upon request.