

Plan changes for 2021

Typically, there are changes to the benefit plans each year. Following is a list of changes for 2021.

HSA contributions

The maximum contribution to an HSA for 2021 is \$3,600 for individuals and \$7,200 for families. Remember, the IRS also allows you to make an extra catch-up deposit of \$1,000 if you are age 55 or older. Your deposits are made through payroll deduction.

FSA contributions

If you intend to participate in an FSA, you must elect it each year during annual enrollment. The maximum employee election for 2021 is \$2,750. This amount includes general purpose and limited purpose employee elections. Employer contributions to your FSA(s) do not count toward the employee annual election limit. If you have qualifying day care expenses, you may consider enrolling in the dependent care FSA. This account is not for medical expenses.

Wellness Program

In 2021, you'll have new ways to earn your incentive and identify if you have elevated health risks. Active employees and their spouses enrolled in either the PPO or HDP medical plan are eligible to participate in the wellness program and earn an incentive. Activities must be completed between January 1 and October 31. The wellness program will continue to provide tools and skills to help you succeed and maintain healthy behaviors for life.

Bariatric Resource Services

Bariatric Resource Services offers support, education, resources and care from specialized bariatric nurse case managers and some of the top bariatric facilities in the country. If you are considering bariatric surgery, a UnitedHealthcare nurse will work with you to provide support guidance through the process. After surgery, the nurse will continue providing one-on-one support throughout your recovery.