



U.S ARMY NAF EMPLOYEE BENEFITS PROGRAM

NAF OPEN ENROLLMENT FOR CY2025

November 1st thru November 30th, 2024

Dear Nonappropriated Fund Employee:

The purpose of this brochure is to provide current information about your NAF Employee Benefit Programs and to inform you that we will conduct a full Open Enrollment this year. As an eligible NAF Employee, you will be able to make certain benefit program elections and make certain changes to programs in which you currently participate. As with previous years, NAF Employees will not receive Open Enrollment packets in the mail. An employee can review Open Enrollment information online at www.nafbenefits.com or on Aetna's website at www.nafhealthplans.com; however, all employee Open Enrollment changes must be made at your local, servicing NAF Human Resources Office (HRO).

We also strongly encourage you and your family members to use the interactive benefits counselor, Alex, at www.nafhealthplans.com. Based on your individual/family health care needs, Alex can assist in determining which health plan may be the best choice for you.

Reminder: For the Health Benefit Plans and Stand Alone Dental Plan, there are four premium tiers available to choose from: Single; Single plus Child(ren); Single Plus Spouse and Family (Single plus Spouse plus Child(ren)).

Health Benefit Plans

You may enroll in any of our Health Benefit Plans, either the DOD Health Benefit Plan (DODHBP) or the High Deductible Health Plan (HDHP), the Stand Alone Dental Plan, or one of our Health Maintenance Organizations (HMOs), where available. You may also change from the DODHBP/HDHP to an HMO, from an HMO to the DODHBP/HDHP, or from one HMO to another. Please check with your servicing NAF HRO for information on HMOs available at your installation.

You will also be able to make changes to your Health Benefit Plan coverage, including adding or deleting dental coverage, increasing your coverage from Single, to Single plus Child(ren),

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Single plus Spouse or Family (Single plus Spouse plus Child(ren), decreasing your coverage from family to single or canceling your coverage. All Open Enrollment health plan changes and elections will be effective January 1st, 2025.

Premium Rates for 2025: The DODHBP medical plan premium rates for 2025 will increase by 6% for Actives/Pre-65 Retirees/OCONUS Retirees and the self-insured dental rates will increase by 5%. The stand-alone dental rates will not increase in 2025, but will remain at the current premium rates. The employee/employer premium share split remains 30/70.

The bi-weekly employee premiums for Active CONUS Employees are:

Single w/o Dental	\$120.52	Single w/Dental	\$125.47
Single plus Child(ren) w/o Dental	\$232.60	Single plus Child(ren) w/Dental	\$242.16
Single plus Spouse w/o Dental	\$278.40	Single plus Spouse w/Dental	\$289.84
Family w/o Dental	\$368.79	Family w/Dental	\$383.95

The bi-weekly employee premiums for Active OCONUS Employees are:

Single w/o Dental	\$88.83	Single w/Dental	\$93.78
Single plus Child(ren) w/o Dental	\$171.44	Single plus Child(ren) w/Dental	\$181.00
Single plus Spouse w/o Dental	\$205.20	Single plus Spouse w/Dental	\$216.64
Family w/o Dental	\$271.82	Family w/Dental	\$286.98

The bi-weekly premium rates for the HDHP for Active CONUS Employees are:

Single w/o Dental	\$92.71	Single w/Dental	\$97.66
Single plus Child(ren) w/o Dental	\$178.93	Single plus Child(ren) w/Dental	\$188.49
Single plus Spouse w/o Dental	\$214.15	Single plus Spouse w/Dental	\$225.59
Family w/o Dental	\$283.68	Family w/Dental	\$298.84

The bi-weekly employee premiums for the HDHP for Active OCONUS Employees are:

Single w/o Dental	\$68.33	Single w/Dental	\$73.28
Single plus Child(ren) w/o Dental	\$131.88	Single plus Child(ren) w/Dental	\$141.44
Single plus Spouse w/o Dental	\$157.84	Single plus Spouse w/Dental	\$169.28
Family w/o Dental	\$209.09	Family w/Dental	\$224.25

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The bi-weekly premium rates for the Stand-Alone Dental Plan offered as an employee pay-all plan will remain the same as last year. The rates for 2025 are as follows:

\$15.54 for Single coverage
\$31.08 for Single plus Spouse
\$34.97 for Single plus Child(ren)
\$50.51 for Family coverage

Please check with your servicing NAF HRO for the Calendar Year 2025 HMO rates or go to www.nafbenefits.com.

High Deductible Health Plan

The HDHP is part of the same network (listing of providers) as the current preferred provider organization plan, to include in-network and out-of-network coverage. The Summary of Benefits for the plan lists the covered services for the Deductible, out-of-pocket amounts, and pharmacy and is located on www.nafhealthplans.com.

A qualified HDHP can be combined with a Health Savings Account (HSA) allowing individuals to use pre-tax dollars to pay for eligible health expenses and to build a savings fund for future medical costs. According to IRS rules and regulations, OCONUS employees and post-65 retirees enrolled in the HDHP are not eligible for an HSA and instead will be offered a Health Reimbursement Arrangement (HRA). Employees cannot make contributions to an HRA.

There is no provision for an employer contribution to a Health Savings Account during Temporary Continuation of Coverage on the HDHP medical plan.

Employer Deposit to the HSA. With an HSA, your NAF employer will make a one-time deposit that will occur once you have enrolled in both the HDHP and the HSA. For 2025, your NAF will deposit \$500 Employee Only and \$1,000 Family (employee + spouse, employee + child/ren and employee + family) into your HSA account. Your NAF employer will make a contribution deposit to your HSA each plan year you are enrolled in both the HDHP and the HSA.

Contribution limits for 2025, which include the employer deposit noted above:

\$4,300 Employee/Retiree Only
\$8,550 Family

Plus, an additional \$1,000 catch up contribution for employees age 55 or older

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2025 DOD NAF Health Benefit Plan Changes

Six Cost Containment Programs:

Effective January 1, 2025, six cost containment programs will be implemented to improve clinical outcomes and reduce overall plan costs. These programs are: (1) Hello Hears; (2) Drug Savings Review; (3) CVS Weight Management; (4) Claim and Code Review Program; (5) Transform Oncology; and (6) Aetna Back and Joint Care.

Self-Insured Coinsurance:

Coinsurance is the insured individual's share of the costs of a covered expense. Self-insured coinsurance will change from 90 percent to 80 percent. Members will pay 20 percent of the shared expense once the deductible is met.

Medical Coverage for Qualifying FLEX Employees

Expansion of Medical Eligibility Criteria to Cover NAF Flexible Category Employees Who Work 30 or More Hours Per Week On Average:

The Patient Protection and Affordable Care Act (PPACA), P.L. 111-148, Section 1513 amends the Internal Revenue Code, Section 49080H. This requires the DoD NAF employers to offer medical coverage in the NAF DODHBP to flexible category employees working 30 or more hours per week on average.

Who is eligible to enroll during Open Enrollment?

Prior to the open enrollment period, the Army NAF Employee Benefits Office will look back at the work history of flexible category employees to determine who meets the 30 or more hours per week work requirement. Notification to eligible employees will begin prior to the open enrollment period.

When does coverage begin?

Newly eligible employees may enroll themselves for single coverage and/or their spouse and eligible family members during the open enrollment period. Coverage will begin January 1st, 2025.

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Dental Coverage:

There is no legal requirement to offer dental insurance to newly eligible flexible category employees and their dependents. The fully insured stand-alone dental plan and the Aetna bundled dental plan will not be offered.

Temporary Continuation of Coverage (TCC):

TCC is available for flexible category employees who lose coverage in the NAF HBP for any reason other than termination for cause.

What plans are available?

Newly eligible flexible category employees, their spouses and their dependents may elect to enroll in any Health Maintenance Organization (HMO) plan or non-HMO plan offered by their NAF employer.

Creditable Coverage Certificates

Certificates of Creditable Coverage are posted on www.nafhealthplans.com.

CY2025 Electronic Open Enrollment Communications Information

DODHBP Plan Information Packets will be electronic for Calendar Year 2025. Participants will receive a newsletter in October announcing NAF Open Enrollment. Please log-on to www.nafhealthplans.com for the complete communications package.

Premium Tax Credit

The Internal Revenue Code Section 125 Pre-Tax Health Premium Program will continue in effect in 2025. This program allows you to pay your employee share of the Health Benefit Plan, HMO and Dental Plan premiums with pre-tax dollars, thus reducing your taxable income and increasing your take-home pay. This benefit will automatically continue in 2025, unless you opt out of this program during this Open Enrollment. Because the Internal Revenue Code does not allow canceling your plan participation during the plan year, January 1st thru December 31st, 2025, you will have the option of declining participation in the program during this Open Enrollment. To decline participation in the Pre-Tax Health Premium Program, please contact your local, servicing NAF HRO.

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Life Insurance Plan

You may enroll in the Life Insurance and Accidental Death and Dismemberment Plan, without evidence of insurability, during this Open Enrollment. There are several coverage options available. Your elections will be effective January 1st, 2025, provided you are in an active pay status on or after January 1st, 2025. If you would like to enroll in the Group Life Insurance Plan or make changes to your current Life Insurance Plan election, please contact your local, servicing NAF HRO.

Basic Life Insurance

The Basic Life Insurance Plan gives you life insurance protection, accidental death and dismemberment (AD&D) coverage, and dependent life insurance coverage. The rate for 2024 remains the same at 11 cents per \$1,000 dollars of coverage for both employees and employers. The policy pays the face amount in the event of your death. The AD&D coverage pays additional benefits to your beneficiary in the event of your accidental death or to you if you lose your sight or a limb because of an accident. You may choose one or two times your basic salary, rounded to the next higher \$1,000, not to exceed \$500,000.

Optional Dependent Life Insurance

You may also elect additional Optional Dependent Life Insurance. Currently, if you have elected Basic Life Insurance, you automatically receive Dependent Life Insurance free of charge. Your spouse is covered for \$5,000 and each of your eligible dependent children are covered for \$2,500. However, you and your eligible family members may elect additional coverage for your spouse and children in increments of \$5,000/\$2,500 at a modest bi-weekly cost, up to a maximum of \$25,000 for your spouse and \$12,500 for your eligible dependent children. You must be enrolled in the Basic Life Insurance Plan to elect additional Optional Dependent Life. Optional dependent insurance rates are also listed on the NAF Benefits website.

Optional Life Insurance

If you have elected Basic Life Insurance, you may also purchase Optional Life Insurance in increments of \$10,000. You may choose an Optional Life Insurance amount up to two times the amount of your Basic Life Insurance coverage, not to exceed \$500,000. (*Evidence of Insurability is required if you choose to purchase more than \$100,000 of Optional Life Insurance coverage.*) The bi-weekly cost of Optional Life Insurance is based on your age and the amount of coverage you choose. Rates are available on our website at www.nafbenefits.com.

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Federal Long Term Care (FLTCIP) Insurance Program

As of December 19, 2022, individuals not currently enrolled in the FLTCIP may not apply for coverage, and current enrollees may not apply to increase their coverage. The suspension will remain in effect for 24 months unless the Office of Personnel Management (OPM) issues a subsequent notice to end or extend the suspension period. For information concerning the FLTCIP, please visit <https://www.ltcfeds.gov>.

Flexible Spending Accounts (FSAs)

FSAs allow you to set aside a portion of your salary into special accounts to pay for health expenses not covered by your Health Insurance and to cover expenses incurred for child and adult Dependent Care. These are two separate types of FSAs. You may elect to put money aside in one or both types of FSAs. Participants enrolled will be able to use the debit cards to make payments to merchants for health expenses only. For those employees who enrolled in the FSA Plan for 2024, your FSA election will not automatically rollover into 2025. If you are interested in enrollment for 2025, you must reenroll during the NAF Open Enrollment period

If you have a remaining balance in your Health Care FSA at the end of year, December 31st, 2024, and continue to be active eligible employee on the last day of the plan year, you'll be able to carry over up to **\$640.00** in unused funds to the next plan year. In addition, the amount you carry over does not change the amount you can contribute to a Health Care FSA. **The CY2025 contribution limit for the Health FSA has not yet been released by the IRS. However, we are projecting that it will increase to \$3,300 from \$3,200 and the FSA rollover from \$640.00 to \$660.00.**

If you are interested in enrolling or reenrolling in the FSA plan, please contact your local, servicing NAF HRO. There is additional information on www.nafhealthplans.com, as well as tools to help you determine if this program will help you save money on health care and dependent care. You do not have to be enrolled in a health insurance plan to enroll in the FSA Program. This is a calendar year (tax year) program. Your election will remain in effect throughout the year, unless you experience a qualifying family life event, which would allow you to change your election. Enrollment is only available through your local, servicing NAF HRO.

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NAF Employee 401(k) Savings Plan

Please note: Changes to 401k contribution limits to be effective in January 2025 will not be processed during Open Enrollment. Please see your local HROs after December 6th. For current employees, if you wish to enroll/change your contribution limits for 2024, we ask that you process your requests with your local HROs prior to the start of Open Enrollment on November 1st.

The IRS sets a maximum amount you can contribute to a 401(k) plan in any given year, and it is usually adjusted upward to account for inflation. For 2024, the limit was \$23,000. Employees age 50 or older could also make "catch-up contributions" of up to \$7,500 above and beyond the limit amount of \$23,000. **The contribution limits for 2025 have not yet been released by the IRS, but we anticipate the limit will increase by \$1,000 to \$24,000 and the catch-up amount will increase by \$500 to \$8,000 for a combined total of \$32,000.**

Ten (10) funds are available for investment, in addition to twelve (12) Life Cycle Funds for those who want to have their investments managed by professional investors. The Life Cycle Funds are keyed to your anticipated retirement date so that your funds are invested to coincide with where you are in your life cycle as you accumulate assets for your retirement years. For more information about your investment options, please visit Fidelity's website at www.401k.com. To enroll in the 401(k) Plan, change your contribution rate, or update your beneficiary

information, please visit your local, servicing NAF HRO. To take advantage of your investment options, please access your Fidelity account through our website or call Fidelity Investments for assistance at 1-800-835-5093 (OCONUS ATT Direct Access Code + 1-877-833-9900).

NAF Employee Retirement Plan

Enrollment is mandatory your first six months of employment. You may reenroll in the NAF Employee Retirement Plan at any time. Approximately 95% of eligible NAF employees are currently enrolled in the plan, which provides a generous benefit when you retire, without Social Security offset. To enroll and start earning creditable service for retirement, see your local, servicing NAF HRO.

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Opportunity to Speak Directly with an Aetna Representative

The Aetna Account Representatives will be hosting several question and answer opportunities for NAF employees and retirees in preparation for NAF Open Enrollment. This will be a great opportunity for you to talk directly to the Aetna Plan representatives regarding any Plan changes for 2025.

Please note that these calls are for Aetna benefits only.

US CONUS (includes Hawaii, Alaska, and Puerto Rico) Active Employees call schedule is below and the call in number for these calls is: (844) 621-3956 Participant Code: 94500945#

Tuesday, October 29th 10:00 - 10:30 AM EDT

Tuesday, October 29th 3:00 - 3:30 PM EDT

Thursday, October 31st 2:00 - 2:30 PM EDT

Wednesday, November 6th 4:00 - 4:30 PM EST

Monday, November 18th 1:00 – 1:30 PM EST

Aetna OCONUS (includes Guam) Active Employees and OCONUS retirees call schedule is below and the call in number is: (844) 621-3956 Participant code: 94500945#

Wednesday, October 30th 8:00 - 8:30 AM EDT

Wednesday, October 30th 9:00 – 9:30 PM EDT

Wednesday, November 6th 8:00 - 8:30 AM EST

Wednesday, November 6th 9:00 - 9:30 PM EST

Aetna CONUS (includes Hawaii, Alaska and Puerto Rico) for Retirees (Pre and Post 65) call schedule is below and the call in number is: (844) 621-3956 Participant code: 94500945#

Wednesday, November 6th 2:00 - 2:30 PM EST

Thursday, November 7th 9:00 - 9:30 AM EST

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Thursday, November 7th 4:00 - 4:30 PM EST

Tuesday, November 19th 11:00 - 11:30 AM EST

Conclusion

All Open Enrollment changes to your life and health insurance will be effective January 1st, 2025, provided you are actively working. Changes to your 401(k) plan election will be effective the first full pay period after receipt of enrollment forms by Payroll. Retirement Plan enrollment is effective immediately on the date you sign the enrollment form.

Important: Every member/dependent enrolled in a health plan must have a valid Social Security Number (SSN) on file in the Benefits System to ensure compliance with IRS tax reporting requirements under the Affordable Care Act.

Please be sure to notify your local HRO within 31 days of any qualifying life event such as marriage, divorce, birth event, etc.

It is also important to keep your beneficiaries, contact information and mailing address up to date.

Please review your Leave and Earnings statement to ensure the appropriate deductions are being taken. If not, please contact your servicing HRO immediately.

Future retirees age 65 and over that qualify for retiree health insurance and their spouses that are age 65 and over living in the United States must be enrolled in Parts A and B to participate in the Aetna Medicare Advantage Prescription Drug Plan. Please visit www.nafhealthplans.com for more information.

We hope this information is helpful to you and will encourage you to review your Benefit participation to make full use of these opportunities.