

The Ultimate Open Enrollment Guide: For Jackson Healthcare



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You work at a great company with great benefits, but open enrollment can feel overwhelming. You're handed a packet full of jargon and given a tight deadline to make big decisions. This can easily lead to anxiety, procrastination, and last-minute choices that may not be the best for you and your family.

This guide is here to simplify your options so you can confidently choose what works for you. It won't tell you what to select—that's a personal decision—but it will help you navigate the process.



When Can You Choose Employee Benefits?

For most, benefits are elected during the **open enrollment period**. However, qualifying life events (marriage, divorce, birth/adoption of a child) allow you to change your plan within **30 days** of the event.

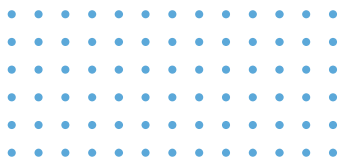
For example, if you're getting married in March, you may want to skip dental or certain coverages now, saving premiums, and enroll later once your status changes. But for now, let's assume you're selecting benefits for the entire year.

Choosing the Right Medical Plan

Jackson Healthcare offers Cigna medical coverage with two plan options: a High-Deductible Health Plan (HDHP) with an HSA and a PPO Plan with an FSA.

Reasons to Choose the HDHP:

- **Lower premiums**, especially when completing the Wellness Incentive Program.
- Both plans cover preventive care at no cost, so if you're generally healthy, the lower-cost HDHP may make sense.
- Access to a **Health Savings Account (HSA)**, with Jackson contributing up to **\$2,000** for family coverage.
- HSA contribution limits for 2024: up to **\$4,300** for self-coverage and **\$8,550** for family, with an additional \$1,000 if you're over 55.

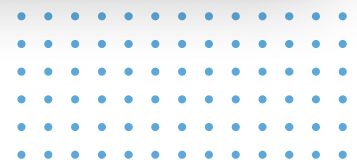


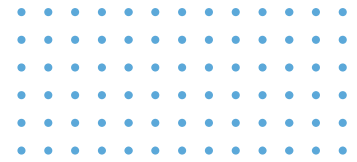
Reasons to Choose the PPO Plan:

- **Lower deductibles** and out-of-pocket maximums.
- **Co-pays** for more predictable, upfront costs instead of waiting to meet the deductible.

Let's compare the total costs based on different usage scenarios, factoring in premiums, contributions, and tax benefits. The charts below assume you will hit the deductible and that to the premiums to figure in the total cost. We then subtract out the contribution that the company makes to the HSA and also figure in the tax advantages that you would get by contributing to the HSA and FSA.

Category	Plan Type	Deductible	Annual Premium Cost	Total Cost	Company Contribution	Total Cost After Company Contribution	Personal Contribution	Tax Deductions	After Tax Total
Associate	HDHP	\$3,200	\$1,137.50	\$4,337.50	\$1,000	\$2,347.50	\$3,300	\$990	\$1,357.50
	PPO Plan	\$1,500	\$1,632.00	\$3,132.00	\$0	\$2,142.00	\$3,300	\$990	\$1,152.00
Associate + Spouse	HDHP	\$6,400	\$2,760.00	\$9,160.00	\$2,000	\$4,895.00	\$7,550	\$2,265	\$2,630.00
	PPO Plan	\$3,000	\$4,824.00	\$7,824.00	\$0	\$6,834.00	\$3,300	\$990	\$5,844.00
Associate Plus Children	HDHP	\$6,400	\$2,376.00	\$8,776.00	\$2,000	\$4,511.00	\$7,550	\$2,265	\$2,246.00
	PPO Plan	\$3,000	\$3,768.00	\$6,768.00	\$0	\$5,778.00	\$3,300	\$990	\$4,788.00
Family	HDHP	\$6,400	\$3,576.00	\$9,976.00	\$2,000	\$5,711.00	\$7,550	\$2,265	\$3,446.00
	PPO Plan	\$3,000	\$6,024.00	\$9,024.00	\$0	\$8,034.00	\$3,300	\$990	\$7,044.00





Highlights:

- **Deductible:** The amount you need to pay out of pocket before insurance starts covering costs.
- **Annual Premium Cost:** The yearly cost for insurance coverage.
- **Total Cost:** The sum of the deductible and annual premium cost.
- **Company Contribution:** The amount your employer contributes to your HSA/FSA.
- **Total Cost After Company Contribution:** The total cost minus the employer contribution.
- **Personal Contribution:** The amount you contribute to your HSA/FSA.
- **Tax Deductions:** The tax benefits from your contributions.
- **After Tax Total:** The final amount you effectively pay after accounting for personal contributions and tax deductions.





HSA vs. FSA: What's the Difference?

● **HSA:**

Requires an HDHP. It's portable, rolls over year-to-year, and can be invested. Contribution limits in 2024: \$4,150 (individual), \$8,300 (family).



FSA:

Employer-based with a "use-it-or-lose-it" rule, with a limited carryover. Contribution limit in 2024: \$3,200.

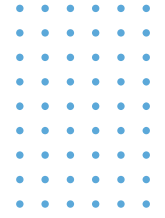
Why Max Out an HSA?

The HSA offers a triple tax advantage:

- Contributions are tax-deductible.
- Earnings are tax-free.
- Withdrawals for qualified medical expenses are tax-free.

If possible, max out contributions, invest them for growth, and use cash for medical expenses. You can get reimbursed anytime, even years later.





Dependent Care FSA

If you have children in **daycare, preschool, after-school care, or summer camps**, or if you care for elderly or disabled dependents, a **Dependent Care FSA** is useful. Max it out at **\$5,000** per year. But remember—it's use-it-or-lose-it, so get reimbursed before year-end!

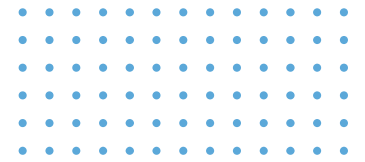
Wellness Incentive Program

Take advantage of the **\$800 incentive** for completing simple wellness activities. Plus, the more people participate, the lower premiums will be in future years!



Dental and Vision Coverage

- **Dental:** Premiums for an individual plan are around **\$500 annually**. Routine preventive care costs range from **\$150 to \$250** per visit, and advanced procedures can push annual costs to \$500 to \$1,500. In most cases, dental insurance helps you break even while providing protection for major treatments.
- **Vision:** Enroll as needed.



Life Insurance

Jackson provides **\$50,000** of basic life insurance for free, with options to purchase up to **\$150,000** without health underwriting and up to **\$500,000** with underwriting. Consider that this is **term insurance**, not permanent, and prices increase as you age. For families, \$500,000 may not be enough. However, it comes with **free will preparation**—a nice perk! If you were going to pay \$18 a month to get the MetLife Will Preparation assistance, you might as well buy some life insurance and get it for free. Other than that, if you are healthy you can often find a better price on the private market.



Disability Insurance

Jackson offers Short-Term Disability (STD) and Long-Term Disability (LTD) at no cost:

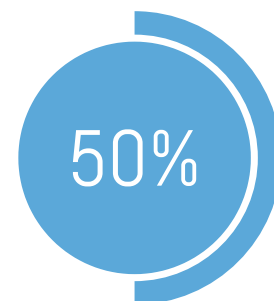
STD:

60% of salary for up to 13 weeks.

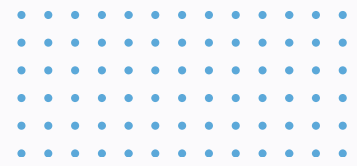


LTD:

50% of salary up to \$10,000 per month, tax-free.



However, after two years, the definition of "disability" weakens tremendously from covering your occupation to any occupation (meaning if you can flip burgers, you aren't disabled). Consider additional supplemental coverage to protect the goose that lays the golden eggs- you and your income. Because we work with so many of you, Jackson employees can access a **10% discount** on supplemental plans through our company.



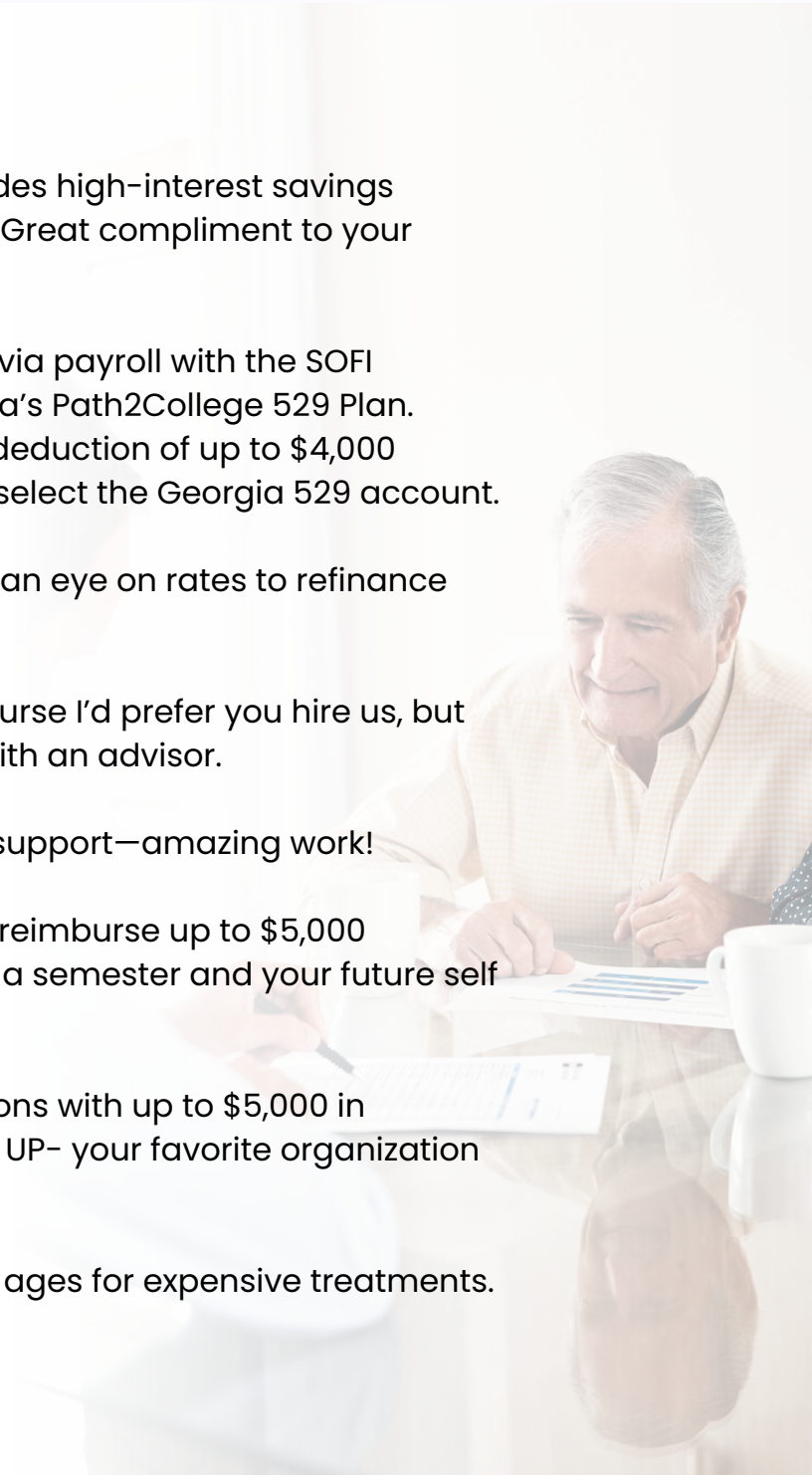
401(k) Contributions

Jackson offers a **6% match**, with immediate vesting on your contributions and a two-year vesting period for company contributions. For 2025, contribution limits are **\$23,500**, plus **\$7,500** for those over 50, and **\$11,250** for those aged 60 to 63. To find out what percentage you should put in to max out your contributions, simply divide \$23,500 by your expected annual compensation.

For instance, $\$23,500 / \$250,000 = .094 \times 100 = 9.4\%$

Other Benefits

- **Delta Community Credit Union:** Provides high-interest savings accounts and competitive loan rates. Great compliment to your larger every day bank!
- **529 College Savings Plan:** Contribute via payroll with the SOFI partnership or directly through Georgia's Path2College 529 Plan. Georgia residents receive a state tax deduction of up to \$4,000 (single) and \$8,000 (joint) when they select the Georgia 529 account.
- **SOFI Student Loan Refinancing:** Keep an eye on rates to refinance when favorable.
- **SmartPath Financial Guidance:** Of course I'd prefer you hire us, but use this service if you're not working with an advisor.
- **Adoption Assistance:** Jackson offers support—amazing work!
- **Tuition Reimbursement:** Jackson will reimburse up to \$5,000 annually for education. Take a course a semester and your future self will be happy, Mrs. MBA.
- **Matching Gifts:** Maximize your donations with up to \$5,000 in company matches. **DO NOT PASS THIS UP**— your favorite organization (or Alma Mater) depends on it!
- **Pet Insurance:** Consider it as your pet ages for expensive treatments.





By using this guide, we hope open enrollment will feel less overwhelming and more empowering as you make decisions that impact your health, finances, and overall well-being.

If you thought this was helpful, we would love to meet you and see how else we can be of help!

[**Schedule a complimentary consultation**](#)

