

Benefit Changes Effective January 1, 2025

- ElectRx
 - Updated drug list

- High Deductible Health Plan (HDHP)
 - Per the IRS 2025 guidelines, the deductible will increase to \$1,650 for single and \$3,300 for 2 person/family.

- Health Savings Account (HSA) Annual Contribution Limit
 - Per the IRS 2025 guidelines, the annual contribution limit will increase to \$4,300 for single and \$8,550 for 2 person/family.

- Flexible Spending Account (FSA)
 - The minimum contribution amount is \$250 for the calendar year to enroll into medical and/or dependent care accounts.

- Health Insurance Plans
 - GLP-1 drugs for weight loss will no longer be covered. This includes Saxenda, Wegovy and Zepbound. GLP-1 drugs will continue to be covered if there is a diabetes diagnosis based on step therapy and prior authorization guidelines.

- HealthEquity
 - HealthEquity will be replacing Navia as the administrator of Cobra, Flexible Spending Accounts (FSA) and Health Savings Accounts (HSA).
 - Current 2024 participants will receive additional information regarding this transition and their accounts soon. Continue to watch your Delta emails.