



2024 Medical and Dental Premiums

International Guard Union of America (IGUA)

Medical Plan	
Consumer Choice with HSA	Weekly Premium with Wellness Incentive
Employee Only	\$6.26
Employee + 1	\$20.60
Employee + 2 or More	\$34.94
Consumer Choice with HSA	Weekly Premium without Wellness Incentive
Employee Only	\$14.34
Employee + 1	\$28.68
Employee + 2 or More	\$43.02

Dental Plans		
MetLife/Delta Dental	Weekly Premium	
	MetLife	Delta Dental
Employee Only	\$1.65	\$1.56
Employee + 1	\$3.30	\$3.13
Employee + 2 or More	\$4.95	\$4.69

Wellness Credit

Eligible employees will receive a **\$8.08-per-week** premium reduction in 2024 for completing the 2023 Wellness Incentive (Rally Rewards) Program.

Health Savings Accounts

For eligible employees enrolled in the Consumer Choice Plan, ORNL contributions will be deposited to your Optum Bank HSA in January for HSAs elected during Open Enrollment. HSAs elected at other times, by new employees or during qualifying life events, will receive ORNL's contribution approximately 45 days after enrollment.

	2024 Employer HSA Contributions	Annual Maximum Contribution
Employee Only	\$500	\$4,150
Other coverage levels	\$1,000	\$8,300

1. The annual maximum contribution includes the employer contribution.
2. Employees who are age 55 or older can contribute an additional \$1,000.
3. ORNL's contribution is prorated for employees enrolled effective July 1 through November 30, 2024: **\$250** (Employee Only) or **\$500** (all other coverage levels).

For more information please contact ORNL Benefits at ornlbenefits@ornl.gov or 865-576-7766.

October 2022