



2024 Open/Switch Enrollment Frequently Asked Questions



1. **WHEN is Open/Switch Enrollment?**

The NMPSIA Open/Switch Enrollment is October 1, 2023 through November 10, 2023. Benefit elections during this time will be effective January 1, 2024.

2. **WHAT is Open/Switch Enrollment?**

Open/Switch Enrollment is the period each fall during which eligible employees may elect for the employee and/or eligible dependents to:

- **Enroll** in one of the medical, dental, and or/vision plans offered by NMPSIA
- **Add** eligible dependents on the medical, dental or vision coverage (2-year lock-in rule applies to vision coverage)
- **Change** medical and/or dental carrier and/or plan options

3. **WHEN do the benefits I choose during Open/Switch Enrollment begin?**

Benefits you elect during Open/Switch Enrollment will begin January 1, 2024.

4. **HOW do I enroll or make changes?**

Visit the Online Access Tutorials available on nmpsia.com or click [HERE](#).

If you are adding an eligible dependent to your medical, dental or vision plan during Open/Switch Enrollment, you will need to submit supporting documentation (marriage certificate to add spouse and birth certificate(s) to add child(ren). If your employer offers domestic partner coverage, a completed Domestic Partner Affidavit is required to add a qualified domestic partner or domestic partner's children.

5. **ARE there changes to the benefits for 2024?**

The primary plan design remains unchanged. There are slight premium increases for medical plans. Dental and vision plans remain unchanged.

6. WHAT if I decide to make a change after I have submitted my Open/Switch enrollment?

Please carefully consider your options before you submit your Open/Switch enrollment changes. Once the Open/Switch Enrollment period ends your elections are locked in. You will not be able to make a change to your benefits unless a Qualifying Event is reported timely.

7. I was hired in the last few months and signed up for benefits as a new hire. Do I have to enroll again for 2024?

If you do not wish to change plans or carriers, you do not need to enroll again.

8. HOW will I know which medical plan option is right for me?

To assist employees in making this decision, we strongly suggest employees visit the NMPSIA Website <https://nmpsia.com/OpenSwitchEnrollment.html> to view the carrier recorded or slide presentations. The presentations include an overview of the plans of Blue Cross Blue Shield of New Mexico, Presbyterian Health Plan, Cigna, Delta Dental, United Concordia, and Davis Vision.