

March 13, 2025, HBR Alert!



Salary-Based Premium Information Update

The State Health Plan would like to thank you all the questions and feedback about the Salary-Banded Premium implementation. Not only have we been able to make a few tweaks to the process based on the feedback we've received, but we're happy to announce that the Plan has worked with Benefitfocus and will be able to deploy some additional tools to assist with this process.

Upload Tool for Non-Payroll Groups with More than 200 Enrolled Employees

Groups with more than 200 enrolled employees that do **not** currently have payroll integration with Benefitfocus will have the option to submit a file to the Plan that can be uploaded into eBenefits to update the salary. More information about the format, the process and the timing will be available soon, but help is on the way!

Updates to Who Can Use Payroll Integration

Larger groups that want to automate the upload of salary information and the import of premium deductions may prefer to implement payroll integration. To assist groups with this effort, the Plan will be waiving the fees associated with payroll integration. The Plan is also waiving the requirement that a group have 4,000 employees to be eligible. Instead, groups must have at least 1,000 employees to be eligible for payroll integration.

Any groups interested in implementing payroll file integration with Benefitfocus must contact the Plan by **March 24, 2025**, to ensure there is enough time to implement the file prior to the September 1, 2025, deadline to provide all salary information.

Please see the [Plan's Rule on Employing Unit Payroll Integration](#) to ensure you have the needed resources available to support an ongoing payroll file.

If your group does meet the requirements, please send an email to hbinquiries@nctreasurer.com with the contact information for the payroll representative(s).

For Groups with Fewer than 200 Employees

We are continuing to identify additional solutions and resources to support your needs as well with more information to come.

Salary-Banded Premium Project Contact Information

The Plan will continue to provide HBR Updates to keep you apprised of any new information. To ensure that we have the appropriate contact information for each group, it is essential that you provide the primary contacts for this effort.

To date, the Plan has had about 200 groups respond to the [February 27, 2025 HBR Alert](#). If you have **not** already provided the contact, please do so as soon as possible by [clicking here](#).

As a reminder, the Plan does have a designated [webpage for Salary-Based Premiums](#). The FAQs will continue to be updated as new information becomes available.

