
CU BENEFITS ENROLLMENT SYSTEM UPGRADE

July 11, 2018

Today's Discussion

- Why upgrade the CU Benefits Enrollment System
- What the new system looks like
- Changes faculty and staff can expect
- Looking ahead to Benefits Open Enrollment




WHY UPGRADE?

- Create a more modern, user friendly and streamlined online experience
- Reorganize information to make it easier for employees to understand benefits programs, services, tools and resources
- Make the benefits enrollment process more intuitive and engaging

WHAT THE NEW SYSTEM LOOKS LIKE

COLUMBIA UNIVERSITY HR BENEFITS

Welcome to CU Benefits Enrollment System



PERSONAL DATA

Name: OFFICER CLONE
Address: 123 Fake St
Suite 200
Springfield, NY 10514
[Make Changes](#)

2018 BENEFITS SUMMARY

Plan	Option	Coverage
Medical	Choice Plus 90	Family
Dental	No Coverage	
Basic Term Life Insurance	1 x Annual Benefits Salary	\$50,000
Optional Term Life Insurance	No Coverage	
Spouse or DP Life Insurance	No Coverage	
Child Life Insurance	No Coverage	
Long-Term Disability Insurance	University provided Basic Coverage only	\$100,000
Healthcare FSA	Enrolled	\$2,650 Annually
Dependent Care FSA	No Coverage	
Parking Reimbursement Program	No Coverage	
Transit Reimbursement Program	No Coverage	

[2018 detailed summary](#)

ALERTS AND QUICK LINKS

Alerts

- Voluntary Retirement Savings Plan (VRSP) 2018 Maximum**
The IRS recently announced the new annual maximum for the Voluntary Retirement Savings Plan. Effective January 1, 2018 the annual maximum for standard contributions has been increased to \$18,500. The annual maximum for age 50+ catchup contributions remains unchanged at \$6,000. If you want to review or change your VRSP contribution amount for 2018, click on the above link or use the Update Your Retirement Plan Elections link in the 'Actions' section below.
- 2018 Healthcare FSA & Transit/Parking Reimbursement Limits**
IRS announced new limits for Healthcare FSA and Transit/Parking Reimbursement accounts. The Healthcare FSA annual maximum for 2018 has increased from \$2,600 to \$2,650 and the monthly maximum for Qualified Transit and Parking Reimbursement accounts has increased from \$255 to \$260.

Actions

- [View Your Current 2018 Information](#)
- [Update Your Retirement Elections](#)
- [Update 2018 Transit/Parking Elections](#)
- [Make a Qualified Life Status Change by clicking here](#)
 - Birth/Adoption of a Child
 - Marriage/Divorce
 - Spouse/Same-Sex Domestic Partner Gains or Loses Coverage
 - Change in Dependent Care Cost
- [Add a Dependent Child to your Record or Update Dependent SSN](#)
 - This link is not for adding a dependent to health insurance.
 - To enroll a dependent in health insurance, use the "Make a Qualified Life Status Change" link above.
- [Tuition Programs, print your eligibility form by clicking here](#)
- [Update Your Life Insurance Beneficiaries](#)
- [Enroll in Long-Term Care Insurance](#)


TOOLS AND ESTIMATORS

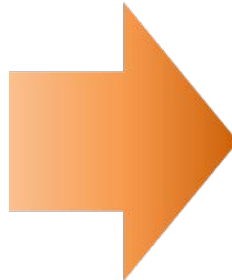
Use interactive tools to help you make enrollment and health care decisions that are best for you.

- [Compare CU Medical Plans](#)
- [Estimate My Medical Costs for In-Network Services](#)
- [Estimate HSA or FSA Tax Savings](#)
- [Transit/Parking Reimbursement Program](#)
- [Determine My Life Insurance Needs](#)

HELPFUL LINKS

- [VRSP and the Roth Feature](#)
- [Marketplace Notice](#)
- [Summary of Benefits and Coverage \(SBC\) Documents](#)
Read an easy-to-understand summary for each health plan available to you.
- [Preventive Medications](#)
- [Benefits Highlights](#) is designed to help you during annual Benefits Open Enrollment, and as a reference for newly hired or newly eligible colleagues.
- [Medicare Maximum Allowable Charge \(MAC\)](#)
Read how Medicare MAC is used to calculate claims reimbursements for out-of-network medical services.





COLUMBIA UNIVERSITY HR Benefits

Home Benefits Tuition Retirement Alerts Messages Profile

Benefits Highlights

The Benefits Highlights is designed to help you during annual Benefits Open Enrollment, and as a reference for newly hired or newly eligible colleagues.

[VIEW BENEFITS HIGHLIGHTS](#)

HAS THERE BEEN A CHANGE IN YOUR FAMILY?

If you have a Qualified Life Status Change, such as marriage, divorce, birth or adoption of a child, you must update your benefits within 30 days of the event.

[I've had a Qualified Life Status Change](#)

UPDATE YOUR RETIREMENT ELECTIONS

Review or update your Voluntary Retirement Savings Plans or the Columbia University Retirement Plan elections.

[Update Your Retirement Elections](#)

UPDATE YOUR LIFE INSURANCE BENEFICIARIES

Take a moment to review and update your life insurance beneficiaries.

[Update Your Life Insurance Beneficiaries](#)


SMART SELECT

You will be able to compare your benefit plans by visiting Smart Select.

[Get Started](#)

VIDEO LIBRARY

[View all Videos](#)



Video: HDHP + HSA = A Perfect Match

[VRSP and the Roth Feature](#)

[A Few Words You Can't Live Without](#)

CHANGES FACULTY & STAFF CAN EXPECT

Beginning July 2018:

- All new hires can enroll using the upgraded CU Benefits Enrollment System
- Existing faculty and staff will receive an email announcing the upgrade

July – November 2018

Faculty and staff can log in to the CU Benefits Enrollment System to:

- View current benefits elections
- Print enrollment forms
- Make a Qualified Life Status Change
- Update beneficiaries

LOOKING AHEAD

This fall during the annual Benefits Open Enrollment period, all faculty and staff will enroll in their benefits using the new Benefits Enrollment System:

- Fast Lane and Choose on My Own options
- Enhanced cost estimator tool will be available to help Officers choose the best medical plan



A person wearing a dark blue suit jacket and a white shirt is holding a rectangular white sign with both hands. The sign has the word "QUESTIONS?" written on it in a bold, dark blue, sans-serif font. The background is a plain, light grey color.

QUESTIONS?