TO:       All benefits eligible employees
DATE:    Wednesday, October 4, 2017
SUBJECT: 2018 Open Enrollment Information

WHAT’S HAPPENING?

Tulane’s annual Open Enrollment period for benefits will be from Wednesday, October 18, 2017 through Friday, November 3, 2017. Open Enrollment is the time each year when all benefits eligible employees may make changes to important benefit programs. Elections made during Open Enrollment will be effective January 1, 2018.

Dependent Verification - Effective January 1, 2018, the University is requiring dependents social security numbers in HCM. Verify your personal information. Review your name, date of birth, Social Security numbers, and your dependents’ information in the HCM system, and make any necessary corrections, including dropping dependents who are no longer eligible to receive benefits.

Self-Insured Health Plan - You will continue to have a choice of two medical plans through United Healthcare: the Health Reimbursement Account (HRA) and the Point of Service (POS) plan. The medical plan benefit designs have not changed. You will continue to have the same levels of coverage, providers, and pharmacy benefits as currently offered. However, you will see a premium increase for medical insurance of approximately 5%.

Dental and Vision Plans - The plan design and premium rates for Dental and Vision will remain the same.

Health Reimbursement Account (HRA) Incentive - You will need to do or have done the following by October 31, 2017 to receive the incentive for 2018:

1. Rally Health Assessment (accessed my registering or logging into www.myUHC.com)
2. Preventive care exam

Your HRA Incentive for 2019 has been enhanced! - If you are enrolled in the HRA plan, or planning to enroll in the plan for 2018, in order to receive an incentive in 2019, you must complete the following:

1. Rally Health Assessment (accessed my registering or logging into www.myUHC.com)
2. Preventive care exam (completed November 1, 2017- October 31, 2018)
3. Complete 3 Rally Missions (accessed my registering or logging into www.myUHC.com)

If you are happy with your medical, dental, vision, and life insurance, you will not be required to elect new benefits during Open Enrollment. These elections will roll over for 2018.

Flexible Spending Accounts: The IRS requires you make an election each year you choose to participate in a flexible spending account. You may contribute up to $2,600 towards the health care account that can be used for medical, vision and dental expenses that are not covered by Insurance, and contribute up to $5,000 towards the dependent care account for child or elder care expenses for 2018.
WANT MORE INFORMATION?

Attend the “LIVING WELL WITH THE WAVE” ENROLLMENT FAIR. At the open enrollment fair, you will have the opportunity to meet all our benefit vendors, learn about our plans and enhancements, and be greeted by your Human Resources Benefits Representatives who will assist you with updates and enrollment. See dates and times HERE.

Within the upcoming week, an Enrollment Guide will be mailed to your home address. Please review this important information to understand your 2018 benefit options. Open Enrollment information is also available on the Office of Human resources website by clicking HERE.

If you have any questions, please contact our Benefits Service Center at 1-844-810-4364 or bsc.tulanebenefits@ajg.com.