



TOWN HALL -

BENEFITS & OPEN ENROLLMENT

University Medical Resident Services, P.C.
University Dental Resident Services, P.C.

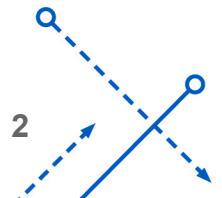


Jacobs School of Medicine and Biomedical Sciences
Office of Graduate Medical Education
University at Buffalo



OVERVIEW

- Employment Benefits
 - Core
 - Medical – 2 plans
 - Dental
 - Health Savings Account (HSA)
- Open Enrollment
 - Timeline/Deadline
 - Optavise
- Employee Groups
 - Incoming
 - Continuing
 - Graduates
- Questions? Email: ubgmehr@buffalo.edu





Employment Benefits

- **Core**

- **Group Life Insurance – Basic**

- Employer Paid
 - Beneficiaries



AT A GLANCE:

- A cash benefit of \$50,000 to your loved ones in the event of your death, plus a matching cash benefit if you die in an accident
- A cash benefit to you if you suffer a covered loss in an accident, such as losing a limb or your eyesight
- *LifeKeys*® services, which provide access to counseling

- **Voluntary Life Insurance**

- In addition to Group Basic
 - Employee Paid
 - Guaranteed Issue levels – see flyer
 - Above GI, requires Evidence of Insurability – see flyer
 - Additional for Employee, or spouse or children

- **Group Long Term Disability Insurance**

- Employer Paid

AT A GLANCE:

- A cash benefit of 60% of your monthly salary (up to \$3,000) starting 180 days after you are out of work and continuing up to age 65 or Social Security Normal Retirement Age (SSNRA), whichever is later.
- Includes *EmployeeConnect*™ EAP services, which give you and your family confidential access to counselors as well as personal, legal, and financial assistance.

- **Medical – 2 plans**

- Current
 - New - Consumer Choice – Health Savings Account Eligible

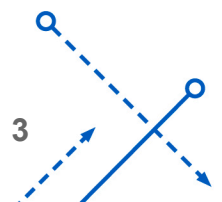


- **Dental**

- Limited plan year benefit, Participating & Non-participating providers, Employer paid

- **Health Savings Account (HSA)**

- Only for eligible participants of Consumer Choice plan



Medical plans -- include Rx & Vision Discount Program

- Current –
 - Self-insured medical plan – POS 200
 - In-network eligible claims subject to copay, no deductible
 - Out-of-network deductibles - \$1,000 Single, \$2,000 family, paid first before applicable coinsurances
 - Continuing residents/fellows can choose to enroll
 - J-1 visa holders must enroll due to federal compliance requirements
 - Not Health Savings Account (HSA) eligible
 - Payroll deductions – Single \$19.23, Family \$48.69
 - The (8) counties of WNY are in-network coverage
- New – Consumer Choice Health Plan
 - Self-insured medical plan – POS 6200
 - Deductible must be paid first, future claims subject to copays & coinsurances
 - Deductibles – In-network \$1,600 Single, \$3,200 family, Out-of-network \$5,000 Single, \$10,000 family
 - Health Savings Account (HSA) eligible, subject to IRS contribution limits
 - Continuing residents/fellows can choose to enroll
 - All incoming must enroll; except J-1 visa holders
 - J-1 visa holders are not eligible due to federal compliance requirements
 - Payroll deductions – Single \$10.00, Family \$24.69
 - The (8) counties of WNY are in-network coverage
- Insurance carrier & Claims administrator – Highmark WNY



Health Savings Account (HSA)

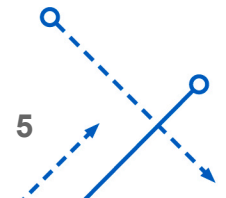
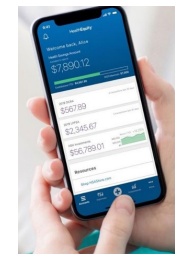


- Only for eligible participants of POS 6200 Consumer Choice plan
- Enroll for fixed dollar payroll contributions
- No employer contributions
- Subject to annual IRS limits
- Employee responsible to mind limits
- Employee determines investments, based on plan details
- Employee may contribute post tax contributions outside of payroll
- Requests for contribution changes must be emailed to Plan Administrator, subject to review
- Numerous benefits
 - Employee makes choices how to spend contributions
 - For eligible medical expenses or invest for future use
 - Triple-tax savings; pre-tax payroll contributions, grow tax-free earnings, enjoy tax-free distributions for qualified medical expenses
 - HSA store available to shop for guaranteed eligibility of 2,500+ products

IRS Contribution Limits

Coverage level	Contribution limit	Tax savings*
Individual	\$3,850	\$770
Family	\$7,750	\$1,550
Age 55+	\$1,000 catch-up	\$200 extra

*Estimated savings are based on an assumed combined federal and state income tax bracket of 20%. Actual savings will depend on your taxable income and tax status.





Open Enrollment

- **ALL** employees **MUST** complete, incoming & continuing
 - **June 1st through June 15th**
 - No exceptions
 - Plansource enrollment system opens, then closes and reopens after July 1st
 - Plan year is July 1st through June 30th

- Annual process each June
 - Add dates to your calendar



- Only allowed change must be based on a Qualifying Life Event (QLE)
 - ✓ Marriage
 - ✓ Birth/adoption
 - ✓ Divorce
 - ✓ Spouse/child establishes US/CDN legal residence
 - ✓ A life event that is legally documented



Optavise®

SPOUSES & MISC.

- UMRS/UDRS employee married to another UMRS/UDRS employee
 - Married, no dependent children – Each enroll w/Single
 - Married, with dependent children – enroll family under spouse with latest projected employment date
 - HSA plan rules apply for IRS limits based on medical election
- Buy-out benefit:
 - Medical plan only
 - UMRS/UDRS employee enrolled under different plan
 - Apply to waive UMRS/UDRS medical coverage
 - Receive \$1000 benefit; \$40 over 25 of pay periods
 - Send email to: UBGMEHR@BUFFALO.EDU
 - Provide documentation/proof of coverage by secure Zixmail
 - Subject to review of Plan Administrator

Note: Information provided in this presentation subject to plan provisions, documents, eligibility requirements etc. and may change

