Welcome to Open Enrollment for Benefits! This is your opportunity to review your current benefits and select new coverage. We strongly encourage you to attend this year’s Benefits Fair, Wednesday, November 4th, 9:00 a.m. to 4:00 p.m., Villard Room, to meet with representatives for all benefits.

Open Enrollment Basics

How to Get Information on Your Benefits for 2016: Find full information on all benefits on the Human Resources website: http://humanresources.vassar.edu/. Look under Benefits: Open Enrollment for Staff. (Quick link: type HR in the home page search box.) For face-to-face assistance, visit the Benefits Fair and talk with the Benefits staff and plan representatives.

On-Line Open Enrollment: Use Ask Banner / Banner Online to complete Open Enrollment. Don’t use Firefox as your browser. Full instructions and FAQs are on the reverse of this sheet. For in-person help, come to the Benefits Fair.

Benefits News for 2016

Health Insurance: There are no changes to coverage or co-pays on any staff health plan for 2016. Your cost for insurance is determined by the overall cost of the coverage and by the percentage you pay per the agreement between the CWA and the College. The Blue Cross PPO increased 7% for 2016. The MVP HMO, whose rates are regional and not Vassar-specific, determined that its ‘two-person’ rate was too low compared with its family rate. For 2016, MVP’s family rate has barely increased but the two-person rate has gone up considerably. Staff hired before 2004 have access to the MVP Choices plan: its cost has increased significantly as well due to high claims. Full information is on-line at http://humanresources.vassar.edu: find the rates under Benefits: Open Enrollment for Staff.

Dependent Coverage Affidavit: On each screen of Banner OnLine Open Enrollment, you will see an affidavit. Completing Banner Open Enrollment (clicking “COMPLETE”) is your “signature” indicating that you have read and understood the Affidavit on dependent health and dental coverage eligibility. Enrolling ineligible dependents constitutes insurance fraud. Please see the CWA contract for explicit eligibility guidelines.

SRA Limits: Next year’s SRA limits will remain $18,000 if you will be under 50 in 2016, and $24,000 if you will be 50 or over.

Flex Spending Accounts: The annual limit on medical flex spending accounts is unchanged at $2,550. The limit remains $5,000 for child-care. Please also note the absolute deadline of December 4th for medical and dependent care flex elections.

These are just a few of the benefits available to you. Come to the Benefits Fair and look online at http://humanresources.vassar.edu for full information on these and on legal and financial Counseling through your Employee Assistance Program (EAP)
Open Enrollment Using Banner OnLine

- Use IE or Chrome browsers, not Firefox, and go to Banner Online: If you don’t have a tab on your browser, go to the Vassar home page and click the “information and resources” tab, then “Ask Banner,” and then, partway down the page, “Banner Online.” Then click “enter secure area now.” Your ID and PIN are the same as your email / general ID and PIN. If you need help logging in, contact the CIS Help Desk at ext. 7224.

- Open Enrollment: On the main page of Banner Online, click the “employee” Box. Then click Open Enrollment in the menu box. Then click the dark “Start Open Enrollment” button. Read the text at the top of each screen. When you are done with each benefit group, click the pale blue boxed link at the bottom of the page that says “Return to Open Enrollment Main Menu.” That brings you back to where you can choose another benefit group or save your work and submit your changes to Benefits by clicking the button reading Click Here to Complete Open Enrollment.

Questions and Answers

How will I know that Benefits received my elections? When you finish Open Enrollment and click Click Here to Complete Open Enrollment, you’ll get a confirmation email.

What if I don’t want to change anything? As always, we want to ensure that you have reviewed your benefits. Once you enter Open Enrollment you will see your current benefits and status. Click Complete Open Enrollment to confirm.

What is the RESTART button for? RESTART erases ALL of the changes you made in the Open Enrollment session, even for benefits groups you aren’t currently viewing. If you need to restart, re-enter everything from that session.

What if I hit Click Here to Complete Open Enrollment but then want to change something? You can go back in any time through December 4th. Once you Complete Open Enrollment, a new button appears saying RE-START OPEN ENROLLMENT. Make changes where you need to, and then Complete Open Enrollment again.

How do I add or drop family members on my insurance? If your family members aren’t already listed in Banner, you’ll need to do that before completing Open Enrollment. Once you’ve logged in to Banner Online, click on Employee Information → Benefits and Deductions → Dependent Information. You will see yourself listed as “Dependent 1.” Mid-screen, click on Add a New Person. When you reach the box saying “beneficiary or dependent”, use the drop-down menu and select “both.” (NOTE: You will see retirement, flex and life insurance on the beneficiaries list. However, we do NOT store that information in Banner.) Once complete, click “submit change.” Enter all family members; then, on the main menu, click “Update coverage and allocations.” You can then add coverage on your health and/or dental plan. Use 12/28/15 for “begin date.” If you are dropping coverage for a family member, put 12/27/15 in the “termination” box. For Open Enrollment, make changes to your policy if necessary: for example, adding your child might change your health plan status from Single to Parent-Child or from Two Adult to Family.

Flex spending: it says, “will be continued into the next year.” Yes, it will, even if you don’t change your amount, but ONLY if you click Complete Open Enrollment. That will comply with the IRS requirement that you have actively elected flex for 2016.

I don’t take Vassar health insurance and get the ‘Cash Out’ payment. Where do I elect that? Once you’ve looked through everything, including your health insurance section where you have “made no selections,” click Complete Open Enrollment. We will process cash-out payments for everyone with no Vassar health insurance who completes Open Enrollment online.

More Questions? Contact us in Benefits at ext. 5850, or benefits@vassar.edu.