



Open Enrollment 2016-2017: Important Change to Benefits Plan Year Start Date

As we begin the new academic year, the Office of Human Resources would like to remind you of an important change to our benefits calendar, previously communicated in the May 11th issue of Hawk Hill Today.

WHAT CHANGE?

The medical, dental, and vision plan years will move from a November 1 plan year start date to a January 1 plan year start date.

WHY?

- Better coordination with IRS calendar-year limits for the Health Savings Account, Medical Flexible Spending Accounts, and Dependent Care Flexible Spending Accounts;
- Coordination with spouse benefits earned outside the SJU network (given that most other employee plan years begin on January 1);
- Alignment with current calendar-year plan provision in the HMO Plan (out of pocket maximums) and the dental plans (annual maximum benefit).

HOW WILL THIS IMPACT ME?

- This change will move our traditional open-enrollment period from September to November, though we'll kick off early this year to help you with the transition.
- This year's Open Enrollment period will run from October 24th through November 18th with the **Benefits & Wellness Expo scheduled for November 1st**.
- Current enrollees in the HMO Plan as well as in either of the dental plans and/or the vision plan will see little change from the movement of the plan-year start date.
- Current enrollees in the Consumer-Driven Health Plan (Personal Choice HDHP) who choose to remain in the plan in the upcoming plan year will be on a 14-month deductible schedule, running from November 2016 through December 2017, which will temporarily increase the plan-year deductibles. Please see additional details in the attached FAQs.
- You can still (for the last time) make plan changes in September 2016 (to be effective November 1, 2016) by utilizing our online benefit-election platform between September 6th and September 23rd. In fact, we are required by law to allow you to do so but again, going forward, the Open Enrollment period will shift to November for a January 1 effective date.

OPEN FORUMS FOR MORE INFORMATION:

The HR benefits team will host open-forum sessions on the following dates in September to answer specific questions employees may have:

- Wednesday, September 7th from 11:30am to 12:30pm in Duperreault Hall
- Thursday, September 15th from 1:00pm to 2:00pm in Wachterhauser/2nd floor Post Commons
- Tuesday, September 20th from 11:30am to 12:30pm in the Large Maguire/5th floor McShain

FAQs FOR MORE INFORMATION:

Please review the FAQs for additional details.

We appreciate your patience as we make this transition. The HR benefits team will continue to update the FAQs as questions come in and will provide additional details throughout the fall. Please contact an HR benefits team member if you would like to discuss these issues:

- Matthew Petitt, Director of Compensation, Benefits and HRIS – mpetitt@sju.edu
- Fern Llewellyn, Manager for Employee Benefits & Wellness – fllewell@sju.edu
- Maria Houston, HR Assistant for Employee Benefits – mhouston@sju.edu