

Jenna Lehr: Good morning, and welcome to Learning Tuesday. My name is Jenna Lehr. I'm the learning and development manager here at the Research Foundation for SUNY. And we have a great show for you today all about benefits and open enrollment.

I'd like to thank our panel of lovely women for being a part of this episode today. First we have Lori Amodio, benefits retirement coordinator. Thank you, Lori. Jackie Edwards, benefit specialist, Katie Armstrong, benefits administrator, Erin Michaels, benefits program manager, and Ashley Prochera, senior retirement specialist.

We also have a special guest with us here today from Davis Vision and we will introduce her to you later in the show. Thank you.

Lori Amodio: In today's Learning Tuesday, you will be learning about how open enrollment impacts you. You will be able to view the new rates and compare plans. We will discuss our new flexible spending account carrier as well as flexible spending account reminders. We will also be discussing retirement reminders and paid family leave updates.

In a couple of slides, you will be able to see the new rates. Keep in mind, health plan rate increases will vary. The PPO individual rate is increasing about 5.9 percent, however, the RF contribution rate will remain unchanged at 85 percent per single and 70 percent for the dependant's share. The RF dental rates will remain the same for 2019.

As a reminder, please review your benefits bulletin which you should have recently reviewed or you may view it online by November 1st.

For more detailed information, please visit our RF benefits website, RFSUNY.org/benefits. Select benefits, publications, and quicklinks to bring you to our bulletin, quick reference guides, and benefits handbook.

Here are the changes that you can make during open enrollment. For medical, dental, and vision coverage, you can add or remove dependents, enroll in or waive coverage, and you can change health plans. If you make no changes to your current elections, they will remain the same for 2019.

For life insurance, you can update your beneficiary, you can enroll in flexible spending accounts. The maximum for healthcare

spending is \$2,650.00. The maximum for dependant care spending is \$5,000.00 depending on tax filing status. The RF provides an annual subsidy to your dependant care FSA, ranging from \$300.00 to \$800.00 based on your fulltime income. As a reminder, you are required to enroll in flexible spending accounts every year. They do not roll over.

Employer subsidy is not an automatic benefit. You must enroll in the benefit every year. If you are unsure, please contact your HR benefits office before November 30th.

For voluntary short-term disability insurance, there will be a one-time opportunity to enroll or increase coverage for 2019. The RF offers eligible employees the option to purchase voluntary short-term disability coverage through First Reliance Standard Insurance Company to supplement benefits provided under the New York State Short-term Disability Benefits Law. If you are eligible for this plan, you may purchase a weekly benefit in \$100.00 increments not to exceed the lesser of \$2,000.00 or 60 percent of your salary.

As a reminder, this year only, we will have an opportunity to enroll or increase coverage for 2019. Evidence of Insurability, or EOI, is not required but you will still be subject to the preexisting condition limitation.

Here are the 2019 employee rates. Please keep in mind the deductible PPO is still the lowest priced option state-wide.

Up next, Jackie Edwards is going to talk to you about our new flexible spending account carrier.

Jackie Edwards: Thank you, Lori.

PayFlex. Our new flexible spending carrier, 2019. Our new administrator for flexible spending accounts, including dependant care, will be PayFlex. Since 1987, PayFlex has been committed to paving the way through technology and innovation for account-based benefit administration. PayFlex is our industrial leader and FSA serving over 3 million participants and 5,500 clients. Customer service is available 24/7 with both website and app capabilities.

FSA claims utilizing 2018 FSA dollars, will be processed through WageWorks through March 31, 2019. Claims must be incurred by March 15, 2019, to apply to the 2018 plan year. FSA claims

utilizing in 2019 FSA dollars will be processed through PayFlex starting January 1, 2019. All WageWorks dependant cards will – I mean, debit cards will be deactivated as of January 1, 2019. As a result, all claims utilizing 2018 FSA dollars must be submitted manually to WageWorks within 90 day run-out period including grace perioded claims. Participants enrolled for the healthcare spending for 2019 will receive a new debit card from PayFlex.

Katie Armstrong: Erin, I am so sick and tired of wearing these glasses every day. Is there anything that I can possibly do to get rid of these huge glasses?

Erin Michaels: Well, Katie, you have a few options. Do you have our vision insurance?

Katie Armstrong: I don't.

Erin Michaels: Well, I guess you could wait to open enrollment to enroll in that but do you have a flexible spending account?

Katie Armstrong: No, can you tell me more about that?

Erin Michaels: Sure. You can put aside pre-tax dollars for qualifying medical, vision, and dental expenses so you might want to put aside some dollars for some new glasses.

Katie Armstrong: I definitely want to.

Erin Michaels: How about I show you a quick video to show you what it's more about?

Katie Armstrong: Okay, great. Thanks, Erin.

Male Announcer: What if you had more money in your pocket to help pay for healthcare expenses? Now, you can. With the flexible spending account sponsored by your employer and administered by PayFlex.

The healthcare flexible spending account, or FSA, allows you to contribute pre-tax dollars to pay for eligible healthcare expenses. Such out-of-pocket expenses include medical, dental, prescription, hearing, and vision expenses. You can also use your funds to pay for deductibles, copays, and coinsurance.

Here's how it works. When enrolling in your benefits for the new plan year, estimate the amount you'll need to pay for eligible healthcare expenses. Estimate your contributions carefully as

unused funds do not roll over at the end of the plan year and will be forfeited.

Based on your estimate, make an annual pre-tax contribution election to your healthcare FSA. Then, throughout the year, use your FSA to pay for eligible healthcare expenses for you, your spouse, and any eligible dependants.

For added convenience, your employer can choose to offer a PayFlex debit card which allows you to access your FSA funds and immediately pay for eligible healthcare expenses at qualified merchants where Mastercard is accepted. And you can access your account virtually any time, anywhere, through our dynamic website or with our innovative PayFlex mobile app that brings the website and all of its functionality to your fingertips.

Take advantage of your company's healthcare FSA and start saving. This has been a brief summary of a healthcare FSA.

[Music playing]

Male Announcer:

What if you had more money in your pocket to help pay for your dependant care expenses? Now you can. With the dependant care flexible spending account sponsored by your employer and administered by PayFlex.

The dependant care flexible spending account, or FSA, allows you to contribute pre-tax dollars to pay for eligible dependant care expenses. Such eligible expenses include daycare, nursery, or preschool, before- and after-school programs, and adult daycare.

Here's how it works. When enrolling in your benefits for the new plan year, estimate the amount you'll need to pay for eligible work-related dependant care expenses. Estimate your contribution carefully as unused funds do not roll over at the end of the plan year and will be forfeited.

Based on your estimate, make an annual pre-tax contribution election to your dependant care FSA. Then, throughout the year, use your FSA to pay for eligible work-related dependant care expenses for your child under the age of 13 and any eligible dependants who live with you and are incapable of self-care. PayFlex makes it easy. You can access your account virtually any time, anywhere, through our dynamic website or our innovative PayFlex mobile app that brings the website and all of its functionality to your fingertips.

After dependant daycare services have been provided, simply submit a claim for quick reimbursement online, or take a picture of a receipt with your phone and use the mobile app to upload.

Take advantage of your company's dependant care FSA and start saving. This has been a brief summary of a dependant care FSA.

[Music playing]

Jackie Edwards: Vision Plan Plus reminder, RF employees have the option to enroll into the Vision Plan Plus plan. The plan includes enriched benefit including yearly eye exams and increased and frame – frame and contact allowances. Employees can still choose to keep the regular vision plan at no cost or choose to enroll into the Vision Plan Plus, paying a biweekly premium.

Vision Plan Plus employees contribution biweekly as individual is \$4.06 and family is \$9.66. Please refer to the benefit website for additional vision benefit information at www.RFSUNY.org/benefits.

Now I'll turn it over to **Diane** from Davis Vision.

Diane: Thank you, Jackie. Our eyes are our windows to our health and vision care is inseparable from the total care. At Davis Vision, every kind of vision care sits under one roof with dedication to quality and passion for service.

I'd like to provide an overview of both plans today, starting with our regular vision plan. Our frequency for the exam, lenses and frames, is 24 months. Copayment is \$0.00 for both. Under the frame benefit, you're entitled to an allowance of \$14.00 or through our Exclusive Collection, Fashion Designer, and Premier. Under our lens options, we cover in full tinting, scratch resistance, and kid – and poly.

Contacts are covered under the plan with a \$45.00 allowance, or through our collection with a \$25.00 copay. Visually required contact lenses are covered in full. Our occupational eyewear is available, again, at the 24-month cycle.

Under the Vision Plan Plus, the frequency changes to every 12 months. For the copay, the exam and lenses are still at a \$0.00. Your frame allowance does increase, however, to \$130.00 plus 20 percent off the balance. Your Collection frames are available at no

additional copay, and your covered lens allowances go – are increased into tinting, scratch-resistant coating, poly, UV, standard and premium progressives, high index, polarized, photochromic lenses.

Your contact lens allowance increases to \$105.00 plus a 15 percent off any balance and your Collection contact lenses are covered in full. In addition to contact lenses, your contact lens fitting fee is covered as well. Occupational eyewear is at a 12-month cycle.

Savings and resources for members. Accidents happen and we have them covered. All glasses covered by the plan come with a free one-year breakage warranty. Need additional eyewear? You may receive 50 percent off a second pair of glasses at Visionworks or 30 percent off a second pair at another in-network independent provider.

Save on hearing aids, warranties, and batteries with our special discounts from Epic Hearing Care. You could save 30 to 60 percent off retail.

We are pleased to provide vision care choice that fits your needs. Get a free Lasik consultation from nearly 1,000 locations nationwide. Save up to 50 percent on the national average.

We encourage a spirit of wellness with our Fit Forward offering featuring calculators to estimate savings and much more.

Lastly, we have such cool tools as vision loss simulator, try-on-frame tools, personal risk calculator, and our vision reference library.

Let's take an in-depth look at your lens options and coatings available under the regular vision plan.

Covered in full are your plastic lenses, all ranges, size, and prescriptions. That includes the tinting of plastic lenses. Scratch-resistant coating will be a \$20.00 copay, polycarbonate lenses are available at a \$0.00 copay for children or a \$30.00 copay. Ultra coating, \$12.00, standard anti-reflective coating \$35.00 copay, premium anti-reflective coating will be available at \$48.00, and ultra anti-reflective coating, which is your Crizal, would be at a \$60.00 copay.

Under the progressives, standard progressives are available at \$50.00, premium progressives, which are your Varilux, will be

available at a \$90.00 copay, and ultra progressives, your digital, high definition lenses are available at a \$140.00 copay.

Additional lens options, as in high index, will be at \$55.00, polarized lenses additional \$75.00, your photochromic lenses, which are your transitions, are available at \$65.00, and intermediate vision lenses are available at a \$30.00 copay.

Looking at the lens options and coating under the Vision Plan Plus, we have the same lens types available but with many different copays, if any. Plastic lenses are available at – covered in full, as is oversized lenses, tinting of plastic lenses. Also included are scratch resisting coating, polycarbonate lenses, ultraviolet coating, standard progressives, premium progressives, high index, polarized, and photochromic lenses, all covered under the Vision Plus Plan.

What does require a copay would be your standard anti-reflective coating, premium AR coating, ultra coating – again, your Crizal. We also have, at a \$50.00 copay, your digital ultra progressive lenses, and lastly, under intermediate vision lenses, it's a \$30.00 copay.

How does this all add up? We're going to take a look at what the regular vision plan would look like in comparison to the retail out-of-pocket. So your eye exam on average would be \$103.00. Through the program, through an in-network provider, there's a \$0.00 copay. Eyeglasses at retail at \$238.00 would be covered in full under this plan. If you add the transition lenses, which would be additional \$185.00 at retail, you would pay the fixed copayment of \$65.00 and then the breakage warranty is covered in full, which would have a \$30.00 retail, adding up to an out-of-pocket of \$65.00 as a member, where your total out-of-pocket, if you did not have the vision plan, would be \$556.00.

Under the Vision Plan Plus, you also see the great savings here. We start with the eye exam being covered in full, the eyeglasses, the transitions, and the breakage warranty. So the same example of \$556.00 retail would cost you \$0.00 under the Vision Plan Plus.

Your 2019 vision plan user interface and navigator, glasses checker – this will allow you to track for your eyeglasses, badge alerts and fingerprint login. You may utilize the same username and password on the mobile app as you do on the member portal.

Additional options for the whole family. We spoke about the

Exclusive Collection. Members may receive your frames, up to \$195.00 value with a \$25.00 copay on the Premier Collection, and this includes the one-year warranty. Members who need contact lenses have the option of selecting from the Exclusive Collection of contacts which features top brands. Members can also buy glasses and contacts online using Visionworks.com.

Have questions? Please visit us online at DavisVision.com/member, utilizing your client code of 4071 for the regular plan and 8025 for the Vision Plan Plus. Here you can locate benefit summaries, provider locate, explore the Exclusive Frame Collection and do a try on. We have Spanish language version available, educational videos, or you can give us a call at 1-800-999-5431. We have live support Monday through Friday, 8:00AM to 11:00PM Eastern Standard Time, Saturday 9:00AM to 4:00PM, and Sunday 12:00PM to 4:00PM. Our automated services are available 24/7. Thank you.

Ashley Prochera: Now for some retirement reminders. You can enroll in or change your election percentage for the voluntary 403(b) plan at any time through self-service. 403(b) IRS limits for 2018 follow as \$18,500.00 annual contribution, an additional \$6,000.00 if age 50 or over at the end of the calendar year, and our 2019 limits will be released by the IRS within the next month.

Lastly, employees hired on or after January 1, 2018, have six months from their hire date to submit for prior service credit. In order to be qualified for prior service, your employment must have been terminated no more than one year before your RF appointment date and must have been with an accredited college or university in the United States, including SUNY, or a private, non-profit research organization incorporated within the United States. This does not affect your contribution tier.

Lori Amodio: Now for some paid family leave updates. Starting January 1, 2019, the PFL benefit is increasing, up to 10 weeks of leave, and 55 percent of an employee's average weekly wage, up to 55 percent of the state average weekly wage.

Due to a clarification in the regulation, PFL deductions will no longer be capped on a biweekly basis. Deductions will be capped at an annual basis. Currently the deduction is capped at \$165.00 a week. The payroll contribution for 2018 is 0.126 percent of your weekly wage. In 2019 the payroll contribution is increasing to 0.153 percent of your weekly wage to an annual maximum of \$107.97.

Did you know that the RF offers a wellness program and then you could also earn up to \$400.00 a year? Simply by completing healthy behaviors, you can earn up to \$100.00 in cash or gift cards each quarter. The money earned can be deposited into your bank account or you can use it to purchase gift cards or certain wearable devices. Sign up today by going to Join.virginpulse.com/RFSUNY.

To get more information about today's program, you can go to employee self service by going to RFSUNY.org/selfservice. You can also review the benefits bulletin, as we mentioned earlier. You should be receiving those at your home if you haven't done so already. It will also be available on our website in the benefits publications quicklink. You can also contact PayFlex at 844-729-3539 or by going to PayFlex.com.

For the wellness program, again, go to Join.virginpulse.com\RFSUNY.

If you have any questions about today's program, please contact your local campus HR or benefits office. Thank you again for joining today's session. We hope that you enjoyed it and look forward to seeing you on the next Learning Tuesday.

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