2019 Open Enrollment:
Benefits Update
Today’s Discussion

- Benefits Open Enrollment
- Enrolling in Your Benefits
- What’s Not Changing in 2019
- What’s New for 2019
- Healthcare Flexible Spending Account vs. Health Savings Account
- Compare Your Medical Plans
• Open Enrollment is Monday, October 29 to Friday, November 16, 2018

• Enroll through CUBES, the new Columbia University Benefits Enrollment System

• In mid-October:
  • Open Enrollment packets mailed to your home
  • Benefits Highlights and Brochures posted to HR website
  • An email with a link to a new Open Enrollment video will be sent

• During Open Enrollment, the Columbia Benefits Service Center will have extended hours (9:00 a.m. – 5:00 p.m.):

  212-851-7000

  hrbenefits@columbia.edu
<table>
<thead>
<tr>
<th>Locations</th>
<th>Dates &amp; Times</th>
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<tbody>
<tr>
<td><strong>New! Manhattanville</strong></td>
<td><strong>Wednesday, October 31</strong></td>
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<tr>
<td>Lenfest Center</td>
<td>9:00 a.m. - 2:00 p.m.</td>
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<td></td>
<td>Preventive Health Screenings: 8:30 a.m. - 1:30 p.m.</td>
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<td><strong>Morningside</strong></td>
<td><strong>Thursday, November 1</strong></td>
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<td>Alfred Lerner Hall</td>
<td>10:00 a.m. - 4:00 p.m.</td>
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<td>Preventive Health Screenings: 8:30 a.m. – 2:30 p.m.</td>
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<td>Flu vaccinations: 9:30 a.m. – 4:00 p.m.</td>
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<td><strong>Lamont-Doherty Earth Observatory</strong></td>
<td><strong>Wednesday, November 7</strong></td>
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<td>Monell Building</td>
<td>10:00 a.m. - 12:30 p.m.</td>
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<td><strong>CUIMC</strong></td>
<td><strong>Thursday, November 8</strong></td>
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<tr>
<td>Hammer Health Center</td>
<td>10:00 a.m. - 4:00 p.m.</td>
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<tr>
<td></td>
<td>Preventive Health Screenings: 8:00 a.m. - 2:00 p.m.</td>
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Learn more at [https://humanresources.columbia.edu/benefits-open-enrollment](https://humanresources.columbia.edu/benefits-open-enrollment)
Enrolling in Your 2019 Benefits

- **If you do not actively enroll, the coverage you have will remain the same for 2019:**
  - Medical, Vision and Prescription Drug coverage
  - Dental coverage
  - Transit/Parking Reimbursement Program (T/PRP) elections
  - Life Insurance benefits (Optional, Spouse and Child)
  - Optional Long-Term Disability (LTD) benefits
  - Voluntary Retirement Savings Plan (VRSP) – you may change your contributions at anytime

- **You must actively enroll in the benefits below for 2019. Your 2018 benefits will not automatically roll over for 2019:**
  - Flexible Spending Accounts (FSAs) – Healthcare and Dependent Care
  - Childcare Benefit, if eligible
  - Health Savings Account (HSA)
What’s Not Changing in 2019

• Medical, Vision and Prescription Drug deductibles, copays, coinsurance and out-of-pocket maximums
• Aetna Columbia Dental plan coverage and contributions
• $5,000* Dependent Care FSA pre-tax contribution limit
• $2,650* Healthcare FSA pre-tax contribution limit
• $260 per month Transit/Parking Reimbursement Program limit
• Voluntary Retirement Savings Plan contribution limit $18,500*. If you are age 50 and over, you can contribute an additional $6,000* in catch-up contributions

* Subject to change by the IRS
What’s New in 2019

• Competitive RFP earlier this year resulted in:
  • Committed Senior resource to serve as oversight for day to day operations
  • Providing a designated team of health and nurse advocates to better serve Columbia members
  • Separate toll free number that bypasses the IVR and links direct to service team for Columbia Service Center use
  • Additional onsite resource to assist with ergonomic assessments and evaluations

• Medical plan enhancements:
  • Hearing Aids covered every two years
  • Acupuncture covered for all diagnoses with a 20 visit limit per calendar year
  • Preventive breast ultrasounds covered
  • Quest Diagnostics added as an in-network laboratory provider

• Employee Assistance Program (EAP) to offer legal and financial services, including identity theft assistance and online will preparation services

• Columbia Child Care Contribution to Dependent Care FSA increases to $3,000, if you meet eligibility requirements

• HSA maximum contributions: $3,500/Individual; $7,000/Family contribution; $1,000 additional catch-up contribution for individuals age 55 and older (unchanged)

• Medical plan contribution rate increases while still maintaining the most progressive structure relative to our peers

• New FSA cards issued for 1/1/19
Healthcare FSA vs. HSA
You can contribute up to $2,650* pre-tax to reimburse yourself for eligible healthcare expenses: Full annual election is available for reimbursement immediately

• Payroll deductions taken in equal amounts over the calendar year

• Use the Health Care Spending Card to pay for copays at participating locations

• Convenient automatic feature processes Columbia medical, dental, vision and prescription drug claims and reimburses you for your costs

• Up to $500 left in your account can be rolled over to next calendar year

• You must re-enroll each year during Open Enrollment for the next calendar year

• Contributions can only be changed if you have a Qualified Life Status Change

* Subject to change by the IRS
• You can only enroll in an HSA if you enroll in the HDHP

• In 2019, you can contribute $3,500* Individual/$7,000* Employee +;
  • If age 55 and over, you can contribute an additional $1,000* in “catch up” contributions

• If you contribute to an HSA, you and/or your spouse can not participate in a Healthcare FSA at the same time (including rollover amounts)

• You may only use funds after you contribute them

• Unused funds accumulate year over year and can be used even if you change medical plans or leave the University – you just cannot contribute additional funds

• Administered by OptumBank

• You must re-enroll to contribute each year, but you can change your HSA elections at any time during the year on CUBES

* Subject to change by the IRS
The High Deductible Health Plan (HDHP) has the lowest pre-tax medical contributions, but the highest costs when utilizing the Plan

- With employee only coverage, the in-network deductible is $1,500 and the out-of-pocket maximum is $3,550
- With employee plus one or employee plus family coverage, the in-network deductible is $3,000 and the out-of-pocket maximum is $7,100
- Only preventive prescription drugs have copays; before deductible is met you pay full discounted price for office visits, tests and prescription drugs
- Out-of-network deductible is $2,900 per person vs. $850 per person for the Choice Plus plans

If you enroll in the HDHP, you can enroll in a Health Savings Account (HSA)
Compare Your Medical Plans

- Use SmartSelect, a new comparison tool on CUBES to help you choose your medical plan
  - Model medical plan utilization and contributions based on answering a few questions
  - Model best and worst case scenarios, considering medical plan contributions and plan utilization
  - Model medical plan utilization and contributions based on custom scenarios
- In the future, SmartSelect will compare medical plan utilization based on your actual medical and prescription drug claims
Contact the Columbia Benefits Service Center

212-851-7000
hrbenefits@columbia.edu