OSU Benefits

Presented by:
Camille Weber & Bethany Rupert

Enrollment Process

• eBenefits at:
  – http://hr.osu.edu/esshp/index.aspx
• Ensure you have your unique name.#/password to access this site
  – Call (614)688-HELP (4357) or visit my.osu.edu
• This site will allow you to make benefit elections including enrolling in:
  – Medical, Dental, and Vision plans
  – Flexible Spending Accounts
  – Short Term Disability
  – Designate Beneficiaries for Life Insurance Plans
  – Voluntary Group Life Insurance Plans
  – Dependent Tuition Assistance
  – Supplemental Retirement Plans (403(b)/457(b))
Enrollment Process

- Once logged into eBenefits, Click on Benefit Enrollment to get started!

- Note: You will also receive an email notification with instructions and links

Specific Features of the Health Plans

- Identification Cards
  - Medical/prescription cards mailed to home address
  - No cards mailed for dental and vision
    - May print paper card from vendor web sites

- Plan Year
  - January 1 through December 31
  - All deductibles & maximums start over on January 1 each year
Changing Your Health Coverage

• Annual Open Enrollment – during Autumn Quarter
• Qualifying Events – within 31 days
  – Family Status Changes
  – Employment Status Changes
• Address Change
  – Update through Employee Self Service (ESS)

Who is an Eligible Dependent?

• Legal Spouse
• Dependent children up to the age of 26:
  – Biological, adopted, legal guardianship/custody or step-child
  – Married or unmarried
  – No residence requirement
• Disabled children
  – Who meet certain criteria upon reaching age 26
Who Else May be Eligible?

- Dependent children from 26 up to the age of 28:
  - Not eligible for their own employee based coverage
  - Not eligible for Medicare/Medicaid
  - Biological, adopted or stepchildren
- Same-sex domestic partner*
  - Includes children of same-sex domestic partner
- Sponsored dependent*
  - Includes opposite-sex domestic partner

*Eligibility requirements, rates and affidavits available on web site: hr.osu.edu

2013 Medical Plan Choices

- Prime Care Advantage
- Prime Advantage Plus
- Prime Advantage Value
- Independent Choice Plan
- Out-of-Area Plan
**Network Plan Features**

- **Statewide Network**
  - Inside Franklin County: OSU Health Plan Network
  - Outside Franklin County: Ohio PPO Connect
- **Primary Care Physician**
  - No specific election required on “paper”
  - No out-of-pocket costs for office visits to your PCP
    - Family Medicine, General Internal Medicine, Geriatric Medicine, Pediatrician or Nurse practitioner under a PCP
- **Preventive Care:**
  - Covered at 100% according to OSU Health Plan guidelines available at: [osuhealthplan.com](http://osuhealthplan.com)

**Prime Care Advantage Network Plan**

- PCP Office Visit: $0 copay
- Other Practitioner Office Visit: $20 copay
- Specialty Care/Urgent Care: $35 copay
- Emergency Room: $150 copay
- Annual Deductible: $100 (does not apply to copays)
- Outpatient Surgery: Deductible and 10% coinsurance
- Inpatient Admission: Deductible and 10% coinsurance
- Lab and X-Ray: 10% coinsurance, no deductible
- Annual Out-of-Pocket Maximum: $2,000 per person/ $4000 family
Prime Advantage Plus
Network Coverage

- Deductible: None for most services
- PCP Office Visit: $0 copay
- Other Practitioner Office Visit: $20 copay
- Specialty Care/Urgent Care: $35 copay
- Emergency Room: $150 copay
- Outpatient Procedures: $100 copay
- Outpatient Surgery: $300 copay
- Inpatient Admission: $350 copay
- Annual Out-of-Pocket Maximum: $2,000 per person/$4,000 family

Prime Advantage Plus
Non-Network Coverage

- All services subject to deductible and coinsurance
- Deductible: $500 individual/$1,500 family
- Coinsurance: 30% (most services)
- Emergency Room: $150 copay (not subject to deductible)
- Annual Out-of-Pocket Maximum: $3,000 per person/$6,000 family
Prime Advantage Value
Network Plan

- All services subject to deductible and coinsurance
- PCP Office Visit: $0 out-of-pocket
- Deductible: $300 individual/$900 family
- Coinsurance: 20% (most services)
- Annual Out-of-Pocket: $3,000 per person/$6,000 family

Independent Choice Plan
Non-Network Plan

- All services subject to deductible and coinsurance
- PCP Office Visit: $0 out-of-pocket
- Deductible: $600 individual/$1,800 family
- Coinsurance: 20% (most services)
- Annual Out-of-Pocket Maximum - $3,000 per person
Prescription Drug Benefits

• Retail
  – Use network pharmacy (up to 30-day supply)

• Home Delivery
  – 90-day supply of maintenance medication
  – New prescription necessary

• Annual out-of-pocket maximum:
  – $2,500 per person (no family maximum)

<table>
<thead>
<tr>
<th>Prescription Drug</th>
<th>Employee Cost</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Retail (up to 30-day copay)</td>
<td>Mail Order (up to a 90-day supply)</td>
</tr>
<tr>
<td>Generic</td>
<td>$8 copay</td>
<td>$17 copay</td>
</tr>
<tr>
<td>Formulary</td>
<td>30% coinsurance, $80 maximum</td>
<td>30% coinsurance, $200 maximum</td>
</tr>
<tr>
<td>Non-Formulary</td>
<td>50% coinsurance, no maximum</td>
<td>50% coinsurance, no maximum</td>
</tr>
</tbody>
</table>

Prime Care Advantage, Prime Advantage Value, Independent Choice, Out-of-Area Plan
Prescription Drug Benefits

Prime Advantage Plus only

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</tr>
<tr>
<td>Non-Formulary</td>
<td>$60 copay</td>
</tr>
</tbody>
</table>

Prescription Drug Value-Based Plan Design

Care Coordination Programs
- Diabetes, Heart Disease, Asthma, Chronic Obstructive Pulmonary Disease (COPD)

Participation in a Care Coordination Program can help reduce your prescription costs
- Copayment for certain generic drugs taken for above conditions will be waived
- Coinsurance amount paid for certain formulary brand-name drugs taken for above conditions will be reduced by 50%
- Value-Based Plan participants are required to use Home Delivery for ALL maintenance medications
Personal Health Assessment (PHA)

- **Health and well-being questionnaire**
  - Voluntary participation
  - Employee who takes PHA earns $360/year medical premium credit
  - Spouse/SSDP enrolled on your medical plan can earn an additional incentive for completing PHA
    - $120/year medical premium credit in 2014
- **Biometric Screenings – first step in PHA**
  - 20-minute appointment to obtain biometric data for PHA
    (cholesterol, blood glucose, blood pressure, height, weight)
  - Free annually at various campus locations

yp4h.osu.edu

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Personal Health Assessment (PHA)

- **PHA REQUIRED FOR PLAN CHOICE IN 2014**
  - Deadline 9/30/13
- **To view 2014 medical plans details visit:**
  - mybenefitsplan.osu.edu
- **Make your 2014 election during Open Enrollment**
  - 11/4 through 11/18/13
### Dental Coverage

- **Coverage Level:**
  - Varies depending on service and provider
  - Network name: Premier Network
- **Deductible:** $40
  - Dental Clinic excluded
- **Maximum Annual Benefit:** $1,200 per person
- **Orthodontia:**
  - $1,200 Lifetime Maximum
  - Limited to age 18 or younger

### Vision Coverage

- **Eye Exam:** once per plan year
  - Paid in full in-network
- **Annual Deductible - $15 per person**
  - Applies to lenses and frames only
- **Lenses:** once per plan year
- **Contact Lenses:** once per plan year
  - Only one lens benefit per plan year
- **Frames:** once *every other* plan year
Flexible Spending Accounts (FSA)

- Lower Gross Pay = Lower Taxes
- Two types of accounts:
  - Health Care Account
    - Expenses not covered by insurance plans (copays, deductibles, etc.)
    - Over-the-counter (OTC) drugs require a physician’s prescription, supplies do not
    - Full listing of eligible and ineligible expenses: hr.osu.edu/benefits/healthflex.htm
  - Dependent Care Account (not to be used for your dependent’s health care expenses)
    - Care for dependent children under age 13 so that employee can work (daycare, preschool, after-school programs, etc.)
    - Care for your adult dependents incapable of self-care

Flexible Spending Accounts

- Minimum Contribution:
  - $100 per plan year for Health Care FSA
  - $250 per plan year for Dependent Care FSA
- Maximum Contribution:
  - $2,500 per plan year for Health Care FSA
  - $5,000 per plan year for Dependent Care FSA
- Health Care FSA and Dependent Care FSA funds maintained in separate accounts
Flexible Spending Accounts

- Contribution levels cannot be changed unless a “Qualifying Event” occurs
- Options for filing a claim:
  - Online through Employee Self Service (ESS)
  - On your Smartphone (App available for download in App Store)
  - Fax or mail
  - Health Care debit card

Flexible Spending Accounts

- Unused funds are forfeited per IRS guidelines
- **Extended Plan Year** to incur eligible expenses
  - Expenses incurred from 1/1/2014 – 2/28/2014 can be submitted against remaining 2013 FSA election or to new 2013 election (must re-enroll every year at Open Enrollment)
  - All reimbursement requests must be submitted by March 31 for previous plan year
Group Term Life Insurance

- University Provided Life Insurance
  - Death Benefit = 2.5 x annual salary
  - Accidental Death = 5 x annual salary
  - Terminal Illness Benefits = 100% of death benefit (includes VGTLI) to a maximum of One Million Dollars
  - Accidental Dismemberment based upon number of members lost

- Benefits
  - Reduce 3% annually beginning at age 55

- Taxable Amount above $50,000
  - Option to limit life insurance to $50,000

- Change Beneficiaries any time

Dependent Group Term Life Cost

<table>
<thead>
<tr>
<th>Coverage Level</th>
<th>Monthly Premium</th>
<th>Spouse, Same Sex Domestic Partner</th>
<th>Each Child</th>
</tr>
</thead>
<tbody>
<tr>
<td>Plan 1</td>
<td>$1.30</td>
<td>$5,000</td>
<td>$2,500</td>
</tr>
<tr>
<td>Plan 2</td>
<td>$2.60</td>
<td>$10,000</td>
<td>$5,000</td>
</tr>
<tr>
<td>Plan 3</td>
<td>$3.90</td>
<td>$10,000</td>
<td>$10,000</td>
</tr>
</tbody>
</table>
Voluntary Group Term Life Insurance

- Faculty/Staff - 1x to 8x annual salary
  (pre-approved for 1x annual salary)
  - Term Insurance/purchase in $1,000 increments
- Spouse/SSDP – $10,000 to $150,000
  (pre-approved for $40,000)
  - Term Insurance/purchase in $5,000 increments
- Children - $5,000 or $10,000 for each child
- Faculty/Staff may elect VGTLI for their dependent without covering themselves

Tuition Assistance – Faculty/Staff

- Employee guidelines: 75% FTE/benefits eligible
- 100% of General & Instructional fees for Undergraduate/Graduate courses
  - Up to $9640 per semester – Eff. AU12
- OSU campus only
- Unlimited terms
- No application required (to Human Resources)
- Satisfactory completion of course for credit
Tuition Assistance – Dependents

- Dependent Guidelines:
  - 50% FTE minimum
- 50% General & Instructional fees only
  (maximum of $4,820 per semester)
  - 75% if both parents are OSU employees and meet the
    above guidelines
  (maximum of $7,230 per semester)
- Limit: 8 terms or 140 credit hours
- OSU Campus
- Application required in Human Resources
- Satisfactory completion of course for credit

Disability Benefits

- Long Term Disability:
  - 60% of monthly income/maximum $5000
    monthly
  - Waiting period - 3 months of continuous total
    disability
  - Benefits begin on 91st day of disability
- Premiums paid for by the University
- Telephonic claim filing through disability
  carrier
  - Unum: 1-866-245-3013
Disability Benefits

- Short Term Disability (reduced waiting period)
  - 60% of base salary up to a maximum of $5000 a month, begins on 31st day
  - Subject to pre-existing condition clause (during first 3 months of employment, except for pregnancy)

- Telephonic claim filing through disability carrier
  - Unum: 1-866-245-3013

Short Term Disability

- If you decide later that you want to enroll in STD
  - Evidence of Insurability (EOI) with medical underwriting
  - Approval is required to obtain STD coverage at any time other than Open Enrollment or without a qualifying family status change
  - Open Enrollment for STD does not occur annually
Ohio State EAP

- Live Phone Support with a Licensed Professional
- Available 24/7/365
- Five Counseling Sessions Per Person
- Home or Workplace Stress
- Legal and Financial Counseling
- Identity Theft Recovery Assistance

1-800-678-6265

Public Retirement System

- State Teachers Retirement System of Ohio (STRS-OH)
  - Faculty
  - Certain academic appointments
- Membership
  - Mandatory
  - In lieu of Social Security
STRS-OH Offers Three Retirement Plans

**STRS Defined Benefit Plan**
Defined Benefit plan—retirement benefit is determined by a formula (based on years of service and highest years of salary).

**STRS Defined Contribution Plan**
Defined Contribution plan—retirement benefit is determined by employee & employer contributions and gains/losses of investment options.

**STRS Combined Plan**
Defined Benefit and Defined Contribution Plan—retirement benefit is determined by reduced formula (for DB component) and gains/losses of investment options (for DC component).

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**Plan 1**

**Default Plan**
STRS-OH – Defined Benefit Plan
STRS Defined Benefit Plan

Member Contributions

11.0%*

Employer Contributions

14.0%

STRS manages & invests member & employer contributions in stocks, bonds, etc.

Retirement and other benefits for member

*STRS employee contribution – 1% increase each year beginning July 2013 and maxing out at 14% in 2016

STRS Defined Benefit Plan

• Retirement benefit determined by a formula
  – 2.2% x FAS x years of service = guaranteed benefit
  – Example: 2.2% x 32 x $33,000 = $23,232
• Additional benefits:
  – Disability
  – Survivor
  – Cost of Living Adjustments (COLA)
• Access to STRS health care - 15 years*
  – If retiring after 2023—20 years*

*Not a guaranteed benefit
Retirement Eligibility

- You must meet certain age and service criteria in order to retire
  - Based on age and retirement date

<table>
<thead>
<tr>
<th>Unreduced Benefit for Retirement Between:</th>
<th>Minimum Age and Years of Service</th>
</tr>
</thead>
<tbody>
<tr>
<td>Now – 7/1/2015</td>
<td>Any age and 30 years; or age 65 and 5 years</td>
</tr>
<tr>
<td>8/1/2015 – 7/1/2017</td>
<td>Any age and 31 years; or age 65 and 5 years</td>
</tr>
<tr>
<td>8/1/2017 – 7/1/2019</td>
<td>Any age and 32 years or age 65 and 5 years</td>
</tr>
<tr>
<td>8/1/2019 – 7/1/2021</td>
<td>Any age and 33 years; or age 65 and 5 years</td>
</tr>
<tr>
<td>8/1/2021 – 7/1/2023</td>
<td>Any age and 34 years; or age 65 and 5 years</td>
</tr>
<tr>
<td>8/1/2023 – 7/1/2026</td>
<td>Any age and 35 years; or age 65 and 5 years</td>
</tr>
<tr>
<td>8/1/2026</td>
<td>Age 60 and 35 years; or age 65 and 5 years</td>
</tr>
</tbody>
</table>

Service Credit

- STRS
  - Full year of service credit earned when member works 120 days under contract in a fiscal year
Terminating Employment Prior to Retirement

- Maintain account for future retirement benefits
- Roll contributions into IRA/Qualified Plan
- Request refund of contributions*

*RCheck with provider regarding tax implications and any early withdrawal penalties

Rollovers and Refunds

- Employee contributions 100% vested
- Employer Contributions based on years
  - Less than 5 years of service credit no employer contribution
  - 5 or more years of service credit
    - Matching contribution based on employee account balance
Plan 2

STRS-OH
Defined Contribution Plan

STRS Defined Contribution Plan

<table>
<thead>
<tr>
<th>Member Contributions</th>
<th>Employer Contributions</th>
</tr>
</thead>
<tbody>
<tr>
<td>11%*</td>
<td>9.5%</td>
</tr>
<tr>
<td>14%</td>
<td>4.5%</td>
</tr>
</tbody>
</table>

Member directs contributions into one or more STRS Investment Options that are managed by investment professionals

4.5% continues to go to STRS to fund past service liabilities

Funds for Member’s Retirement

*STRS employee contribution—1% increase each year beginning July 2013 and maxing out at 14% in 2016
STRS Defined Contribution Plan

- Retirement income determined by
  - Amount of accumulation at retirement
  - Gain/losses of STRS investment options and income
    option chosen by member selected

- Vesting
  - Employee contributions – 100% immediately
  - STRS employer contributions – 20% increments over a 5 year period
    - All contributions subject to gains/losses in investment
      options chosen by member

- No Additional Retirement Benefits
  (e.g. medical coverage, disability and survivor)

- Eligible for retirement at age 50

Plan 3

STRS-OH
The Combined Plan
STRS Combined Plan

**Member Contributions**
- 11.0%*
- Member directs contributions into one or more STRS Investment Options that are managed by investment professionals

**Employer Contributions**
- 14.0%
- STRS manages & invests employer contributions in stocks, bonds, etc.

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Funds for Member’s Retirement

*STRS employee contribution—1% increase each year beginning July 2013 and maxing out at 14% in 2016

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**STRS Combined Plan**

- **Defined Benefit portion** *(Employer Contributions)*
  - Age and service retirement benefit
    - 1.0% x Years of Service Credit x FAS
  - Same additional benefits as STRS Defined Benefit Plan

- **Defined Contribution portion** *(Member’s Contributions)*
  - Member contributions, minus administrative fee, directed by member into STRS investment options
  - Retirement Income determined by:
    - Amount of Accumulation in the investment account at Retirement
    - Retirement Income Option Selected
STRS Combined Plan

- Retirement Eligibility
  - Defined Contribution Portion-eligible at age 50
  - Defined Benefit Portion-eligible at age 60
- Refunds/Rollovers
  - Employee Contributions - 100% vested subject to investment gains/losses
  - Employer Contributions
    - STRS Defined Benefit Plans
      - <5 years no withdrawal value
      - 5+ years = present value of future benefits

Alternative Retirement Plan (ARP)
Alternative Retirement Plan (ARP)

• Eligible (Full-time appointments 75% - 100% FTE)
  – Faculty
  – Administrative and Professional
  – Classified Civil Service Staff

• Ineligible (Part-time appointments less than 75%FTE)
  – Faculty
  – Administrative and Professional
  – Classified Civil Service
  – Student Employees

Alternative Retirement Plan (ARP)

• Defined Contribution Plan
  – Employer & employee pre-tax contributions
  – Contribution percentages determined by STRS & state legislature

• Faculty/Staff Selects Investment Options
  – Provided through nine (9) state approved vendors

• Retirement Income Determined By:
  – Amount of accumulation at retirement
  – Retirement income option selected
Member directs contributions into one or more Investment Options with a particular ARP vendor

Funds for Member’s Retirement

*STRS employee contribution—1% increase each year beginning July 2013 and maxing out at 14% in 2016

ARP Vesting Period

- Employee contributions vested immediately
- Employer contributions vested after one year (1) of continuous service at OSU (from date of hire/eligibility)
- Termination prior to vesting - distribution of Faculty/Staff contributions only
Benefits Not Provided by the ARP

- Health Insurance Coverage
- Disability Coverage
- Survivor Benefits
- Long-Term Care

ARP Options at Termination

- Maintain account for future retirement benefits
- Roll contributions into a qualified account
- Request a refund of contributions*

* Check with provider regarding tax implications and any early withdrawal penalties
Election Period

• New Hires
  – 120 days from your eligibility date
    • Choose between STRS and ARP
  – Election is final and irrevocable* once you return your completed and signed election form to the Office of Human Resources
  – Retirement election DOES NOT come open for qualifying events or Open Enrollment
  – STRS contributions continue until ARP is elected

*Exception: Rehired at OSU after more than a one year break in service

Decision Timeline

120 days to choose between STRS and ARP

Start Date 120 Days 180 Days

180 days to select from the three STRS Retirement Plans
Choosing Retirement Plan Steps

- Select a Retirement Option (STRS or ARP)
  - Complete OSU Election Form
  - Return to OHR within 120 days
- If Electing STRS
  - Consult with STRS
  - Choose between three plan options (180 days)
- If Electing ARP
  - Contact provider
  - Choose investment options

Supplemental Retirement Accounts (SRA)

- Two Options
  - 403(b) and 457
  - Both have a $17,500 annual federal maximum
    - Catch up amounts available
- Long-term savings plan
- Pre-tax deductions
- No OSU contribution
- Enroll at anytime
- May participate in both programs
- Change provider and deduction at anytime
How to Enroll in an SRA

• Enroll at any time
• Review the listing of providers
• Contact the provider of your choice
• Complete the paperwork with your agent
• Enroll online through eBenefits

Questions?

• Call OHR Customer Service Center
  – (614) 292-1050
  – 1-800-678-6010
  – TDD 688-3730
• Email: service@hr.osu.edu