Benefits Open Enrollment Begins Today

Open Enrollment

The Benefit Open Enrollment begins today and continues through Saturday, November 30th. This is your opportunity to review and evaluate your benefit needs and make changes to your coverage elections. Elections made during open enrollment cannot be changed throughout the year unless you experience a qualifying event.

We are very excited to let you know that the medical insurance plan premiums will not be changing for 2014. This means that if you are a Vitality wellness plan participant and continue to engage in the wellness plan for the 2014 plan year, your medical premiums will remain the same! In addition, if you are currently paying the non-wellness rate and complete the wellness requirements for 2014, your premiums will go down in the new year.

We are also pleased to let you know we are increasing the salary threshold for the medical subsidy from $25,000 to $33,000. This means that the University will pay the full medical premium for employees earning $33,000 or less who are enrolled in the United HealthCare Plus Plan with single coverage and who participate in the Vitality Wellness Program. This change in premiums for eligible employees will occur automatically, and no action is required on the part of the employee.

We invite you to attend an Open Enrollment meeting for additional information about our benefit plans. The dates, times and locations include:

- Thursday, Nov. 7 11:30 a.m. - 12:30 p.m., Learning Resource Center, (LRC)—Aud. B
- Wednesday, Nov. 13 11:30 a.m. - 12:30 p.m., Busch Student Center (BSC)—Room 352/353
- Tuesday, Nov. 19 11:30 a.m. - 12:30 p.m., Learning Resource Center (LRC)—Aud. B
- Monday, Nov. 25 11:30 a.m. - 12:30 p.m., Busch Student Center (BSC)—Room 352/353

Re-enroll for benefits

If you currently participate in the Health Flexible Spending Account, Dependent Care Account Plan, or Health Savings Account, you must make a new election each year through Banner Self Service in the MySLU portal in order to continue your contribution. Current elections do not carry forward.

If you participate in the Qualified High Deductible Health Plan, SLU will continue to contribute to your Health Savings Account. SLU will deposit $250 for those enrolled in single coverage and $500 for those enrolled with dependents. Please note this amount will be deposited on the first business day of the year. You must have your HSA established with OptumHealth Bank by November 30, 2013 in order to receive the seed money.

Vitality Wellness Subsidy

In order to receive the Vitality wellness discount on medical insurance, employees and their spouses covered by Saint Louis University United HealthCare medical insurance must complete:

1. Vitality Health Review (VHR) by Nov. 30, through www.powerofvitality.com; and
2. **Vitality Check (bio-metric screening) by Nov. 30**, whether at TenetCare, by a primary care physician, through a Walgreens Take Care Clinic or at the new Center for Comprehensive Cardiovascular Care (C4). Vitality Checks are available by appointment through TenetCare by calling 866-758-4677 or at C4 by calling 314-977-5075. Please note, appointments

The Vitality Wellness subsidy saves an employee $50 a month and an employee plus spouse $75 a month. *Please note, if a spouse is covered under the UHC medical insurance, both the employee and spouse must complete the Vitality Check and VHR in order to receive the discount. Children covered on the medical insurance need not take action.*

**Prescription Benefits**

We are expanding the Express Scripts pharmacy network to include Walgreens and Dierbergs. Thus, effective January 1, 2014, prescriptions received at Walgreens and Dierbergs will be processed as an in-network claim. If you are in the QHDHP, please continue to research your prescriptions to determine which pharmacy has the best cost, as there can be considerable price differences between pharmacies.

**Dental Benefits**

In an effort to simplify the dental plan benefit, we will offer two plans instead of three for the 2014 plan year. We will eliminate the Basic option while retaining the Flex and the Basic Plus options. Both plans will continue to be offered through Delta Dental. If you are currently enrolled in the Basic dental plan and you wish to continue coverage for 2014, you need to make an active election in one of the two new dental options.

The full text of the 2014 Open Enrollment letter can be found on the [Human Resources website](http://www.slu.edu).

**Retirement Benefits**

The Benefits Office hosts a monthly Retirement Orientation. Employees are invited to attend the Retirement Orientation scheduled for Wednesday, November 6, 2013, 9:00 a.m. to 10:30 a.m. in the Wool Center, Human Resources Training Room, room 128, 3545 Lindell Avenue. The purpose of the orientation is to inform you of your rights under the plan, investment alternatives, sheltering current income from taxation, and establishing your retirement plan account. This seminar is beneficial for all employees, even those currently participating in the 403(b) plan. Please RSVP to benefits@slu.edu.

**Financial Wellness Survey**

In attempt to design programming to support employees to be prepared for retirement, we are looking for feedback on your financial wellness. This anonymous survey will be used to assess what needs SLU employees have. *Please take 2-3 minutes to complete this brief survey.* The survey is administered through a 3rd party vendor, and your participation is completely anonymous. We will only receive an aggregate report from the vendor.

Please reply by **Friday, November 8**.

[Click here to take the survey](http://www.slu.edu)
TIAA-CREF challenges you to Test Your Financial IQ

Test your financial know-how, and you could win a tablet computer! We’ve teamed up with TIAA-CREF to bring you the What’s Your Financial IQ Challenge.

From now through November 20, 2013, take this educational challenge to have fun and learn important information about financial planning. Each day 5 new questions are added to the Challenge. Every time you play, you are automatically entered for a chance to win one of three tablet computers. The more you play, the better your chances of winning – so sign on every day! All responses are confidential.

Ready to test your financial savvy and learn something new each time you play? Take the challenge!

Good luck!

Mission

We serve the University community by delivering fair and competitive policies and programs, lead talent management solutions, and unite mission, strategy and people through collaborative partnerships.

MISSION - ATTITUDE - GUIDANCE - INGENUITY - SERVICE