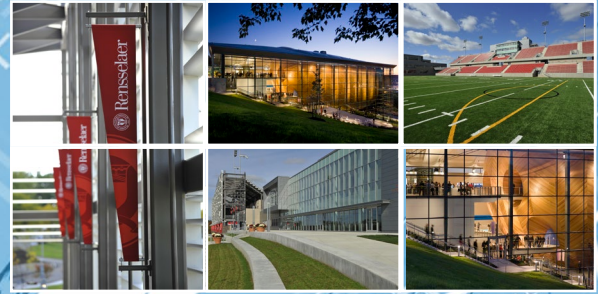





Rensselaer

DIVISION OF HUMAN RESOURCES



What's New in Benefits for 2017

To: Rensselaer Benefits Eligible Faculty & Staff (Troy Campus)

From: Curtis N. Powell, SPHR 
Vice President for Human Resources

Date: October 27, 2016

★ You're invited to join us on Friday, November 4, 2016 for our annual Faculty/Staff Appreciation Event and Benefits Fair!

It's Benefits Open Enrollment Time! Open Enrollment is November 4-21, 2016.

The Annual Benefits Open Enrollment period is an important time to review your current benefits, assess your coverage needs, and make changes to benefit plan elections for you and your eligible family members. The benefit elections you choose will be effective January 1, 2017, and will remain in effect through the 2017 calendar year.

What's New for 2017

Over the past decade, health care costs have continued to rise nationally, and Rensselaer remains committed to offering a comprehensive benefits package that is affordable for you and your family. We continue to maintain our plans at a very reasonable cost for very rich benefits! You will only see a few changes to your benefits for 2017.

Medical, Dental and Vision

- ★ RHP in-network/traditional deductible will increase from \$250 to \$300 for individual coverage, and from \$500 to \$600 for family coverage; out-of-network deductible will increase from \$500 to \$600 for individual coverage, and from \$1,000 to \$1,200 for family coverage.
- ★ RHP and HMO: Out-of-Pocket Maximum will increase from \$6,850 to \$7,150 for individual coverage, and from \$13,700 to \$14,300 for family coverage.
- ★ RHP and HMO: Emergency Room Visit copay increased from \$75 to \$100; Specialist Office Visit copay increased from \$30 to \$35; Outpatient surgery copay increased from \$75 to \$100.
- ★ No changes to dental or vision coverage.

Supplemental Retirement Program

- ★ Contribution limit remains unchanged at \$18,000 for 2017.
- ★ For faculty and staff age 50 and older, the catch-up contribution limit is \$6,000.

NEW!

Added perks to our already outstanding benefits package!

- ★ New England Nanny is extending to our faculty and staff temporary and full-time quality child care, nannies and babysitters, housekeepers, senior care providers, mother's helpers, and personal assistants, at 50 percent off on your membership fee.
- ★ Exclusive discounts on ALL sports, concerts, theme parks, and movie tickets through Ticket Monster Perks.
- ★ New BMW of North America partnership offers "best pricing available" for any new BMW/MINI model.
- ★ The Parker School offers a \$3,000 scholarship to dependent children of faculty and staff who are entering kindergarten through 8th grade.
- ★ English as a Second Language is now offered as part of the tuition benefit.
- ★ Tuition benefits for dependent children taking courses outside of Rensselaer is increasing from \$3,500 to \$4,000 per year.

NEW!

Test your Financial IQ and you could win a \$100 gift card!

- ★ Take the Financial IQ Challenge at <http://wyfiq.org/q/RPI1/Quiz1>, and be entered for a chance to win one of three \$100 American Express gift cards! Each day 5 new questions are added to the challenge. Every time you play, you will be entered for a chance to win. The more you play, the better your chances of winning, and the more you can learn about important topics in financial planning!
- ★ The Challenge sponsored by TIAA runs November 1 - 30, 2016. Good luck!



Did you know using the Urgent Care Center instead of going to the Emergency Room can save you money?

Emergency rooms serve a vital purpose; however they should be reserved for emergencies only. ERs are not staffed to focus on minor injuries, and are often the most expensive type of care. In most situations, you'll find that you save time and money by going to urgent care instead of the ER. St. Peter's Urgent Care in Troy and East Greenbush are open 7 days a week on a walk-in basis, and include on-site lab and imaging services. Both are in-network under our medical plan.

2017 Premium Deductions Per Pay Period – Medical, Dental and Vision

The medical, dental and vision plan premiums for full time faculty and staff are shown in the following charts, and reflect your actual payroll deductions. Please remember that premiums for medical, dental and vision plans are deducted from 24 pay periods annually, on a tax-free basis, which means you do not pay federal, state, or Social Security / Medicare taxes on the premiums. The employee rates represent your cost for medical, dental and vision coverage. Rensselaer pays the remaining cost.

For Faculty/Staff with Pay Above \$50,000	Individual Coverage	Two Person Coverage	Family Coverage
Rensselaer HMO	\$63.87	\$127.74	\$171.18
Rensselaer Health Plan	\$82.82	\$165.66	\$236.90

For Faculty/Staff with Pay \$50,000 and Less	Individual Coverage	Two Person Coverage	Family Coverage
Rensselaer HMO	\$55.63	\$111.27	\$149.10
Rensselaer Health Plan	\$72.14	\$144.30	\$206.34

All Faculty/Staff	Individual Coverage	Two Person Coverage	Family Coverage
The Standard/EyeMed Vision Plan (no change in cost!)	\$2.43	\$4.65	\$6.72
Delta Dental Plan (no change in cost!)	\$4.97	\$9.92	\$16.85

Open Enrollment for 2017

Enroll online at www.rpi.benelogic.com



1. Enter your User ID = RCS Sign on
2. Enter your RCS password
3. Follow instructions and enroll in your 2017 benefits

Who needs to enroll

During this year's open enrollment period, you are required to utilize an online interactive tool only if you are:

- ★ Making a change to your current benefit elections;
- ★ Signing up for new benefits; or
- ★ Enrolling in the Flexible Spending Account (FSA) program. **Please remember the FSA program has mandatory re-enrollment every year.**

You must make these changes using Benelogic. Benelogic is a state of the art, online benefits administrator. Changes must be made online between November 4, 2016 and November 21, 2016 at 11:59 p.m. ET.

For assistance, you may call a Benelogic Customer Service Representative at 1-866-415-4391.

Falsifying any information in the online benefit system may be grounds for disciplinary action.



Did you know you can reduce your taxable income by setting aside pre-tax dollars from each paycheck in a Flexible Spending Account (FSA) to pay for eligible out-of-pocket health care and dependent care expenses for you and your family. There are two types of FSAs: Health Care FSA and Dependent Care FSA. You can elect to participate in one or both of these accounts. The FSAs are administered by ConnectYourCare.

Note: The IRS limit for the Health Care FSA has increased for 2017 to \$2,600. The Dependent Care FSA limit remains at \$5,000 for 2017.



Need more information?

Should you have any questions regarding the benefits enrollment for 2017, please contact Louis Padula, Director of Benefits, Retirement and HRIS at 276-6164.