MSU Human Resources (HR)

Benefits Overview
Updated January 22, 2016
Agenda

- Health Care Eligibility
- HR Website & Accessing EBS Portal
- Health Care & Prescription Coverage
- Dental Coverage
- Life Insurance
- Flexible Spending Accounts
- Voluntary Benefits
- Long-Term Disability
- Educational Assistance & Course Fee Courtesy
- Retirement
Who is eligible and when are benefits effective?

- 9 month or more appointment at 50% or greater
- New Hires have 30 days to enroll
- Newly Eligible employees have 30 days to enroll
- Faculty – Benefits start the day of hire
- Support Staff - Benefits start the 1st of the month after hire
- Access enrollment at [www.hr.msu.edu](http://www.hr.msu.edu) and select EBS login
Human Resources Website: 
http://www.hr.msu.edu/
Enterprise Business Systems (EBS) Login

After EBS Login is complete navigate to your ESS tab
Select ESS Tab then select the Benefits area
Health Care Coverage

• Blue Care Network
  • Available in the majority of lower Michigan and nationwide

• Community Blue PPO
  • Available in Michigan and nationwide

• CDHP w/HSA (Faculty and Non-union Support Staff)
  - Available in the majority of lower Michigan and nationwide
Health Care Coverage (Waiver)

- **Waiver Option**
  - Waive MSU health care and receive a cash payment
  - You must select the waiver option to receive the cash payment
  - If you and your spouse are MSU employees, you are not eligible for the waiver option
Health Care Coverage

• Employee health premiums are pre-tax
• Employees may elect coverage for their dependents (including spouses*, dependent children, Other Eligible Individuals (OEIs) and their dependent children)
  • Marriage license for spouse
  • OEI form for OEIs
  • Birth certificates for dependent children
• *If spouse or OEI is eligible to receive health plan coverage through his/her employer at an annual premium of $850 or less, he/she must enroll in the other employer’s health plan in order to maintain coverage under an MSU health plan. The dependents are still allowed to have MSU coverage
Caremark Prescription Coverage

• Provided with all health plans
• 4-tier plan (generic, brand name on the formulary list, brand name not on the formulary list and bio-tech/specialty drugs)
• 90 day prescriptions available via MSU pharmacy or mail order only
• Large network of retail pharmacies
Dental Coverage

• **Delta Dental of Michigan**
  - Traditional dental plan
  - 50% of reasonable & customary charges
  - $600 maximum per person per calendar year

• **Aetna DMO**
  - Managed care dental plan
  - Fixed co-pays
  - Premium Sharing (if applicable)
  - Choose primary care dentist from network
Life Insurance
(Basic Employer-Paid and Travel Accident)

- **Basic Employer-Paid** - Enrollment is automatic.
- Coverage provided in the event of your death.
- Coverage is equal to one year’s salary up to a maximum of $50,000

- **Travel Accident** – Coverage provided for loss of life or injury while traveling on official University business.
- Maximum coverage is $50,000
Life Insurance
(Optional Employee-Paid)

• This life insurance is term life insurance with maximum coverage of $2,000,000.
• Multiple levels of coverage are available for employees and their dependents.
• New Hires enroll within 30 days of hire and receive guaranteed coverage (up to 3x base salary), spouses/OEI maximum $25,000.
• Newly Eligible enroll within 30 days of eligibility date.
Life Insurance
(Accidental Death & Dismemberment)

• Coverage is provided for loss of life or specific injuries due to an accident

• Multiple levels of coverage are available up to $1,000,000

• Coverage is available for spouses/OEIs and/or children
Flexible Spending Accounts (FSA)

- Health Care Spending Account
- Dependent Care Spending Account
Flexible Spending Accounts
(Health Care Spending Account)

• HCSAs help employees save money by allowing them to pay for eligible out-of-pocket health care expenses.

• You may contribute up to $2,550 to an HCSA. This is a per-eligible individual total. For spouses who both work at MSU and are eligible, this means each spouse may contribute up to $2,550.

• Convenience – Debit Card (however substantiation may be required)
Flexible Spending Accounts (Dependent Care Spending Account)

- DCSAs help employees save money by allowing them to pay for eligible daycare expenses
- You may contribute up to $5,000 to a DCSA (household total of $5,000)
Voluntary Benefits

- Vision Insurance (VSP Choice)
- Legal Insurance (ARAG)
- Critical Illness (MetLife)
- Long Term Care (Transamerica)
- Auto Insurance (MetLife or Liberty Mutual)
- Home Insurance (MetLife or Liberty Mutual)
- Web: www.msubenefitsplus.com
- Phone: 888-758-7575
Additional Voluntary Benefits via MSUBenefitsPlus
• Login MSUBenefitsPlus.com
• Create an Account
Example: VSP – Voluntary Vision Program
Long-Term Disability

- Available to full-time employees after 12 full-time equivalent service months, provided eligibility requirements are met
- Enrollment is automatic, if eligible
Educational Assistance & Course Fee Courtesy

• For detailed information on each of these benefits please contact Human Resources at 517-353-4434.
• Or reference the materials, including frequently asked questions on our website at:
  • [http://www.hr.msu.edu/layoffresources/layoffemp/EdAsst.htm](http://www.hr.msu.edu/layoffresources/layoffemp/EdAsst.htm)
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Retirement Plan Options

• MSU 403(b) Base Retirement Program (BRP)
  • Employee 5% contribution matched by the University’s 10% contribution
  • Some employees may be immediately eligible, while others may be subject to a waiting period
  • Participation may become mandatory, based on age 35 and length of service
  • The program is fully and immediately vested, including the University contribution
Retirement Plan Options

• Additional Retirement Plan Options
  • MSU 403(b) Supplemental Retirement Program (SRP) and the MSU 457(b) Deferred Compensation Plan (DCP)
    • Employee contributions only (no University contribution)
    • Annual IRS limits apply
    • These plans are always optional

• Retirement Plan Vendors
  • Fidelity and TIAA-CREF are the vendor selections for all three types of retirement plans

• More Details: www.hr.msu.edu/benefits/retirement
Questions

• Contact MSU Human Resource at:
  • 517-353-4434 or 800-353-4434

• Web: www.hr.msu.edu

• E-mail: SolutionsCenter@hr.msu.edu
Thank you