
HR NEWS

NOVEMBER 2007

NOVEMBER IS OPEN ENROLLMENT TIME

The open enrollment period for medical insurance, opting out of medical insurance, flexible spending, and the Beniversal Flex Card begins 11/1/07. **All forms will be due in HR by Friday, November 30. All changes made will be effective January 1, 2008. Open enrollment information will also be mailed to all benefit eligible employees.**

Comparisons are available on line and in the Human Resource Office. All information and forms needed for open enrollment are now available on line at our Website. To get there, go to BOCES' homepage at www.monroe.edu, then click on the BOCES Intranet button at the top of the page on the right, then click on "Department Forms", and then click on the Section called "Employee Benefits Information and Forms". You can print out information and print out forms to complete and send in to HR. Comparisons of health benefits, dental coverage information, information about eligible expenses for flex spending and claim forms for Flex Spending are on that site.

BOCES will continue to pay 90% of the cost of the Blue Point II Select plan. Those who choose the Extended plan would pay the difference in cost between that plan and the Select plan. Below is a listing of the monthly cost for full time employees for medical in 2007.

We do not yet have the new rates for 2008, but expect the costs to increase by 9 to 12%.

	<u>Single</u>	<u>Sponsor</u>	<u>Sngl Parent</u>	<u>Family</u>
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Blue Point II				
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Extnded	113.77	261.33	286.30	301.08
Select	33.27	76.53	83.80	88.18
Value	0	0	0	0

Subscribers to the Blue Point II Select and Value plans will continue to receive an annual **Benefit Bank Plan** (Section 105) from BOCES in January.

If you are not changing your medical plan no action is necessary, UNLESS YOU OPT OUT. Those who choose not to carry their medical insurance through BOCES and can prove that they are covered by another plan can receive a Stipend from BOCES in lieu of medical insurance. The Opt-out Forms must be turned in by November 30th in order to qualify for the 2008 Plan Year stipend. **These forms must be turned in even if you selected the opt-out last year. Those who do not turn in their forms by the**

deadline will not be eligible to receive the stipend. There is an Optout Form on our web site for your convenience. Once completed, return it to HR. For current employees, this Opt Out form will be used for all subsequent years, and will no longer need to be turned in annually.

ALL MED DEDUCTIONS WILL BE 10 MONTH

All employees' medical deductions will be taken on a 10-month schedule, with no deductions taken in the summer for 12-month employees. Between January and June, deductions must be taken for July and August. To compute your per-pay deduction for January through June, take your monthly amount, multiply it by 8 (months) and divide it by 12 (paychecks).

OTHER BENEFIT INFO

Now is also the time for **FLEXIBLE SPENDING** enrollment. **If you signed up for Flex Spending for 2007, you still need to re-enroll for 2008.** It does not roll over automatically. You can obtain enrollment forms on line or in the HR Office

You can also enroll for the Beniversal card in November. If you want a Beniversal Card for your Benefit Bank Plan or Flex Spending Account, forms are on line or in HR. If you already have a card, you don't need to sign up again.

WHOLE LIFE INS. THROUGH 11/30/07

Throughout the month of November the New York Life Insurance Company will be having its open enrollment. As a reminder some of the benefits of this program are:

- Simplified underwriting
- Competitive rates
- The convenience of payroll deduction
- Portability...you take this with you
- Flexibility...you design the plan to fit your needs
- Cash value accumulation
- NYLife has been serving the community for over 160 years

For more information or to schedule an appointment to evaluate your insurance planning needs contact agent Jean Graupman at 248-6760.

EMPLOYEES RETIREMENT SYSTEM PRESENTATION

Marie Heckman from the New York State Employees Retirement System will be doing an informational presentation in the Foreman Center Cafeteria on November 20 at 3:30. Please call 383-2251 or e-mail Karen_Rheinheimer@boces.monroe.edu to make a reservation if you plan to come.