



Office of HUMAN RESOURCES NEWSLETTER



Special Health Benefit Open Enrollment Edition: October 2020

2020 Healthcare Open Enrollment Period



The annual healthcare benefits open enrollment period is active, and will end on October 31, 2020. Open enrollment is the one time each year during which you may add, delete or change dependents, and enroll in one or more health care plans through the State Health Benefits Program.

TCNJ's Open Enrollment Website

We have created an open enrollment website with virtually all of the information you will need to consider during the open enrollment period. To view the site click here: [2020 Open Enrollment is Here!](#)

Virtual Benefits Fair

It is with disappointment that we will not be able to hold an in-person benefits fair this year. In its place, we have arranged virtual sessions with several benefits carriers and retirement plan vendors. The first session is on Wednesday, October 7. Event details may be found on the open enrollment website. As new sessions are added, we will update the site.

Questions and Answers with Your TCNJ Benefits Team

The Office of Human Resources has scheduled five sessions to assist you to understand the changes to the program of benefits. The meetings will take place via zoom. These sessions are open to all.

Join Zoom Meeting <https://tcnj.zoom.us/j/6076823483> Meeting ID: 607 682 3483 16465588656 – 6076823483# US (New York)

- 🕒 Wednesday, October 7: 2:00 pm – 3:00 pm
- 🕒 Wednesday, October 14: 10:00 am – 11:00 am
- 🕒 Friday, October 16: 12:00 pm – 1:00 pm
- 🕒 Monday, October 19: 12:00 pm – 1:00 pm
- 🕒 Wednesday, October 21: 10:00 am – 11:00 am

Say Goodbye to Paper Enrollment Forms!

Beginning with this year's open enrollment period, all healthcare benefit elections must be submitted through Benefitsolver, a new website designed for employees to enroll in benefit plans, make plan changes, add new dependents, and upload documentation.

Employees will have access to Benefitsolver through the myNewJersey portal or MBOS. Those who do not have an account will be required to create one. By now, you should have received email communications and US mail notifications regarding Benefitsolver.

Horizon Health Plan

Horizon will be implementing Horizon Health Guides, a member navigation and advocacy initiative with enhanced customer service programs tied to the improvement of member health outcomes.



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Incentive Program for the Tiered Network Plan

The Incentive Program for Horizon OMNIA will be extended for employees with modifications to past years' incentives. The program will offer a financial incentive of \$1,000 to first-time enrollees who remain enrolled for one year for all coverage levels (i.e., Single, Member and Spouse, Parent and Child, or Family coverage).

The incentive is paid by gift card no later than the end of the current tax year and is deemed reportable income for tax purposes. The incentive shall be forfeited and returned to the SHBP if the subscriber fails to remain enrolled in the Tiered-Network Plan for at least one plan year.

Changes to Prescription Drug Insurance Elections

Employees who enroll in the medical insurance plan are now required to enroll in the prescription drug plan. If you elect to waive medical coverage, prescription drug insurance will also be waived.

Livongo

We are excited to announce Livongo for Diabetes, a new benefit being offered to you at no cost. The Livongo for Diabetes Program makes living with diabetes easier by providing participants with a connected meter, unlimited strips, and coaching. For more information: [Livongo Flyer](#)

Tax\$ave Flexible Spending Accounts Open Enrollment

There is a new administrator for Flexible Spending Accounts. Horizon will be the new administrator, replacing WageWorks, effective January 1, 2021. For more information on flexible spending accounts: [Horizon: 2021 State of NJ Tax\\$ave Flexible Spending Accounts](#)



Enrollment in a flexible spending account is required each year, even if you've participated in the plan(s) the prior calendar year. Tax\$ave offers eligible (full time) employees the opportunity to increase their available income by reducing their federal tax liability. Employees who elect to participate in a flexible spending account (FSA) decide how much to contribute for the 2021 Plan year. Most employees who elect an FSA base their contribution amount on predictable expenses.

Princeton EAP Video Counseling

Princeton Employee Assistance Program (EAP) now offers video counseling using secure HIPAA compliant, interactive audio and video technology. Services may be accessed through mobile device or computer, and service hours have been extended to evenings and weekends. To access services, call (800) 527-0035.