2020 SPRING (JAN-JUL) GRADUATE STAFF BENEFITS

HUMAN RESOURCES - BENEFITS

Graduate Staff Benefits website: purdue.edu/hr/Benefits/gradstaff/
BENEFITS AGENDA

- Benefits Eligibility
- Enrollment
- Coverage Period
- Benefits Information
- Resources
BENEFITS ELIGIBILITY

- Those employed in a graduate staff position(s) – Teaching Assistant (TA), Research Assistant (RA), Lecturer, Professional – which carries a minimum of 0.50 FTE/half time/20 hours per week or more.

- Graduate students with fellowships administered as assistantships

Check with your business office if you are unsure about your eligibility.
TWO-STEP ENROLLMENT

DEADLINE FOR GRADUATE STAFF BENEFITS: 30 DAYS FROM HIRE DATE

Medical Insurance (with Anthem Blue Cross Blue Shield)

- Academic HealthPlans (AHP) Enrollment Portal
  - AHP will send an email with a link to their portal
  - Log into your account (new users register with Purdue student ID)

Dental and Other Voluntary Benefits

- Benefitfocus Enrollment Portal
  - Human Resources will send an email when ready to enroll*
  - May also access link from the OneCampus portal at one.purdue.edu
  - Log in with Purdue career account username and BoilerKey
  - Click the gold button to enroll

*Requires a valid SSN
ENROLLMENT TIMELINE - STEPS

DOMESTIC

1. Enroll in medical insurance via AHP
2. Apply for SSN and enroll in medical or apply for waiver via AHP
3. Go to PUSH for University-mandated immunizations
4. Complete immunization form at myhealth.push.purdue.edu (first week of classes)
5. Give your new SSN to your business office
6. Wait for email from Human Resources
7. Enroll in dental and other voluntary benefits via Benefitfocus

INTERNATIONAL
WHAT HAPPENS IF YOU DON’T ENROLL

Domestic Students

Medical Insurance

- No graduate staff medical insurance for 2020 spring until 2020-2021 open enrollment in the summer without a qualifying life event (i.e., loss of coverage)
- Note: Domestic graduate staff not wanting/needed plan are not required to opt out

Dental and Other Voluntary Benefits

- May not enroll until next open enrollment (summer) without a qualifying life event (i.e., loss of coverage)
WHAT HAPPENS IF YOU DON’T ENROLL

International Students

Medical Insurance

- Hold on academic record
- No graduate staff medical insurance for 2020 until next open enrollment without a qualifying life event (i.e., loss of coverage)
- Must enroll in international student medical insurance in person at PUSH 338-340 and pay $200 late fee

Dental and Other Voluntary Benefits

- May not enroll until next open enrollment (summer) without a qualifying life event (i.e., loss of coverage)
COVERAGE PERIOD

Coverage Effective Dates*

- **Medical/Rx**
  - 1st of eligible month thru July 31, 2020
- **Dental and other voluntary benefits**
  - Date of eligibility thru July 31, 2020

*Coverage only in effect while eligible for graduate staff benefits

Loss of Eligibility (e.g., loss of funding, loss of eligible FTE)

- Medical/Rx ends last day of month of eligibility
- All other benefits end at midnight of last date of eligibility
### BENEFITS – MEDICAL PREMIUMS

#### Spring 2020 Graduate Staff Medical Insurance Premiums

<table>
<thead>
<tr>
<th>Coverage Level</th>
<th>Graduate Staff Monthly Payment</th>
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<tbody>
<tr>
<td>Student only</td>
<td>$47.67</td>
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<tr>
<td>Student &amp; Spouse or Student &amp; Child</td>
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<td>Student, Spouse, &amp; Child or Student &amp; Children</td>
<td>$469.25</td>
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<td>$680</td>
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## Graduate Staff and Student Benefits Comparison

<table>
<thead>
<tr>
<th>Coverage Level</th>
<th>Graduate Staff Medical Plan</th>
<th>Domestic/International Student Health Insurance</th>
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<tbody>
<tr>
<td>Student only</td>
<td>$333.67</td>
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<td>Student &amp; Spouse or Student &amp; Child</td>
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<td>Student, Spouse, &amp; Child or Student &amp; Children</td>
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<td>Student, Spouse, &amp; Children</td>
<td>$4,760.00</td>
<td>$3,089.22</td>
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</tbody>
</table>

**Graduate Staff and Student Benefits Comparison**
Voluntary Benefits - Benefitfocus

- Payroll-deducted
  - Graduate Staff Dental, Accident, Critical Illness, Universal Life, Supplemental Hospital, Legal

- Non-payroll-deducted
  - Long Term Care, Auto & Home, Pet

Voluntary Retirement Savings Plans - Fidelity

- 403(b) & 457(b)
Human Resources – Graduate Staff Benefits

- FAQs, information on graduate staff benefits (e.g., insurance, retirement plans, leaves), instructions on enrolling in and changing benefits (e.g., due to a Qualifying Life Event).

Academic HealthPlans (AHP)

- Enrollment portal for the graduate staff, student medical insurance plans with information on Anthem benefits (e.g., benefit summaries, Find a Doctor link, StudentHealth mobile app, contact information).

Graduate Staff Employment Manual

- Current policies and practices related to the employment of graduate staff.
RESOURCES - CONTACTS

Academic HealthPlans (AHP)
Questions on medical insurance – enrollment, benefits information, premium payment, continuation, and changes.
(855) 566-7278 or support@ahpcare.com

Human Resources – Benefits
Questions on graduate staff benefits – eligibility, voluntary benefits enrollment through Benefitfocus, coverage information, benefits-related payroll deductions, voluntary retirement savings plans, and leaves.
(765) 494-2222 or hr@purdue.edu

Purdue Student Health Services (PUSH) - Student Insurance Office, 3rd Floor
Medical/prescription claims issues, international student requirements (e.g., immunizations), waiver process questions, and student eligibility.
(765) 496-3998 student-insurance@purdue.edu
THANK YOU!

QUESTIONS?