

### **Quick Reference Guide**

HR eBenefits: New Hire/Newly Eligible

If you are a new hire to HSU or you have recently become eligible for benefits at HSU, follow these instructions to enroll in benefits.

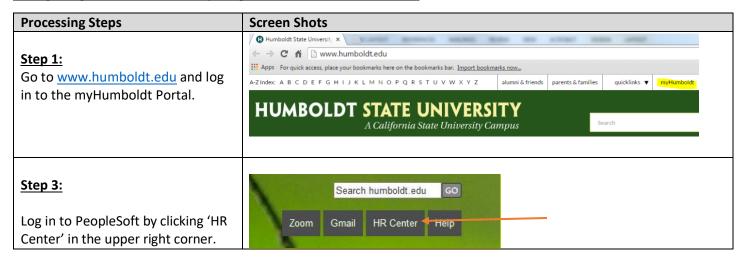
You must enroll in benefit plans within 60 days of employment/eligibility. Failure to do so will result in a 90-day waiting period before enrollment can begin.

Carefully review plan summaries, rate comparisons, and other vital information regarding your health plan options available in the Human Resources office or online <a href="https://hraps.humboldt.edu/employee-benefits">https://hraps.humboldt.edu/employee-benefits</a>. Contact the Human Resources Office at 707-826-3626 for more information regarding enrolling in benefits.

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## Navigating to New Hire/Newly Eligible eBenefits Enrollment





## **Enrolling in a Medical Plan**

directions on how to add dependents for the first time). Check the **Enroll** box for each dependent you would like to add to

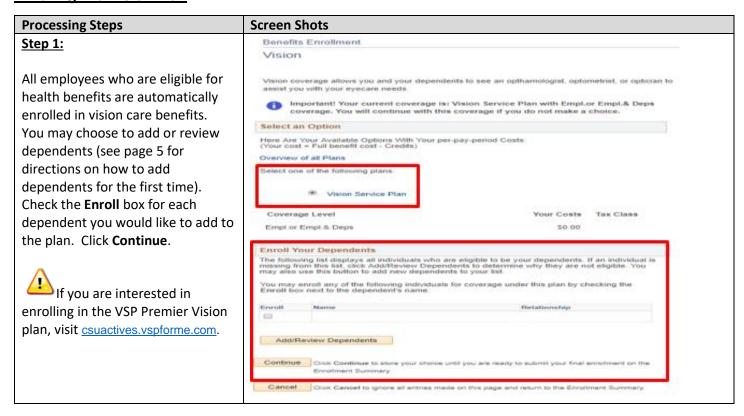
the plan. Click Continue.

#### **Processing Steps Screen Shots** Step 1: Medical All of our medical choices promote wellness as part of their benefits and are available to protect y and your dependents if you become sick or injured. In the Medical section, select the Important! Your current coverage is: No Coverage, You will continue with this coverage if you do not make a choice. Medical Plan you wish to enroll in by clicking the radial button next to Here Are Your Available Options With Your per-pay-period Costs: (Your cost = Full benefit cost - Credits) your choice. Overview of all Plans Select one of the following plans By default, the *No Coverage* option Anthem Blue Cross Traditional is selected. If you do not wish to Coverage Level enroll in a health plan, select the Employee Only \$165.91 \$396.82 Waive Coverage radial button to Blue Shield Access+ CA continue with no coverage. Coverage Level Tax Class Your Otherwise, when you are done with 5123.44 5311.00 Employee Only your selections, continue to step 2 Employee+ 2 or More 8432.14 to add dependents or click Continue. Coverage Level Costs Tax Class \$119.37 \$303.74 \$421.56 The plans displayed are the Enroll Your Dependents plans available based on your The following list displays all individuals who are eligible to be your dependents. If an individual is missing from this list, click Add/Review Dependents to determine why they are not eligible. You residence address on file, but may may also use this button to add new dependents to your list. not have coverage in Humboldt You may enroll any of the following individuals for coverage under this plan by checking the Enroll County if your address on file is out box next to the dependent's name. of the area. If you are interested in Relationship enrolling in a plan that is not listed Spouse on our website, please contact Human Resources at 707-826-3626. Add/Review Dependents Step 2: Continue Click Continue to store your choice until you are ready to submit your final enrollment on the Enrollment Summary You may choose to add or review dependents (see page 5 for Cancel Click Cancel to ignore all entries made on this page and return to the Enrollment Summary.

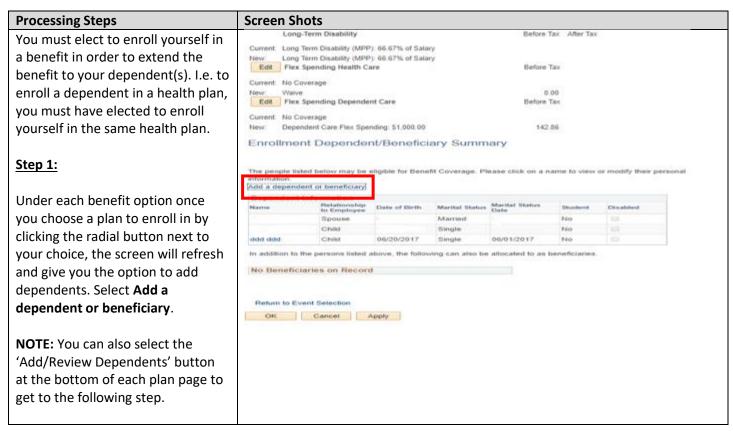
## **Enrolling in a Dental Plan**

#### **Processing Steps Screen Shots** Step 1: Benefits Enrollment Dental In the Dental Plan Selection section, Dental coverage allows you and your dependents to have routine cleaning visits and recisuch as the installation of fillings and crowns. select the Dental Plan you wish to Important! Your current coverage is: No Coverage. You will continue with this coverage if you do not make a choice. enroll in and click Continue. Select an Option By default, the *No Coverage* option Here Are Your Available Options With Your per-pay-period Costs: (Your cost = Full benefit cost - Credits) Overview of all Plans is selected. If you do not wish to enroll in a dental plan, select the Delta Enhanced II Waive radial button, click Continue Coverage Level Tax Class Costs and skip to the next section. Employee + 1 Employee+ 2 or More DeltaCare USA - Enhanced Please note: There are currently no dentists in Humboldt County that accept DeltaCare Waive insurance. Continue Click Continue to store your choice until you are ready to submit your final error Cancel Click Cancel to ignore all entries made on this page and return to the Enrollment Sun Step 2: DeltaCare USA - Enhanced You may choose to add or review dependents (see page 5 for Coverage Level Tax Class Your Costs directions on how to add Employee Only \$0.00 Employee + 1 dependents for the first time). Employee+ 2 or More 50.00 Check the **Enroll** box for each Waive dependent you would like to add to the plan. Click Continue. **Enroll Your Dependents** The following list displays all individuals who are eligible to be your dependents. If an individual is missing from this list, click Add/Review Dependents to determine why they are not eligible. You may also use this button to add new dependents to your list. You may enroll any of the following individuals for coverage under this plan by checking the Enroll box next to the dependent's name. Relationship Add/Review Dependents Continue Click Continue to store your choice until you are ready to submit your final enrollment on the Enrollment Summary. Cancel Click Cancel to ignore all entries made on this page and return to the Enrollment Summary.

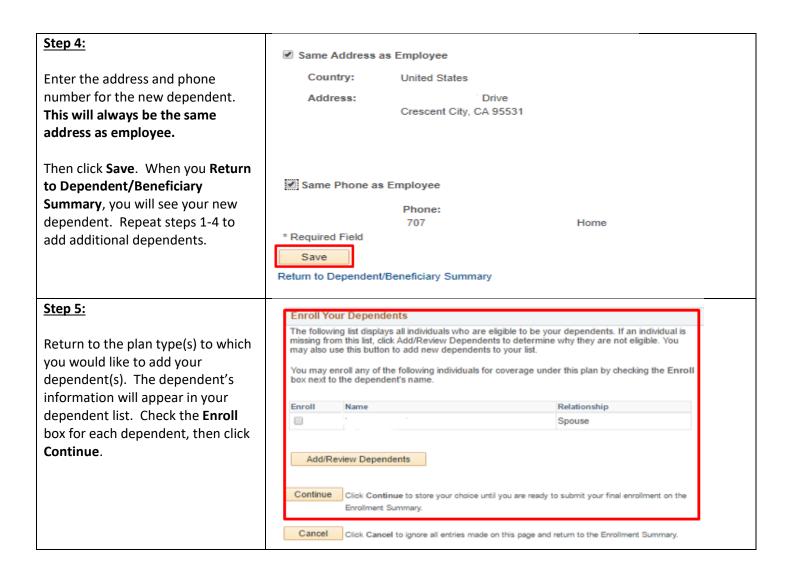
## **Enrolling in a Vision Plan**



## Enrolling Dependents in Medical, Dental, and/or Vision Plan(s)

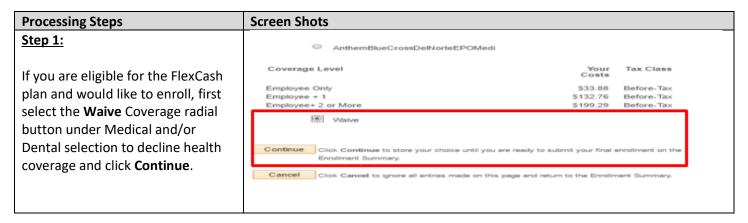


#### Step 2: Dependent/Beneficiary Personal Information Enter the personal information of the new dependent. Click Save once you have added your Dependent/Beneficiary's personal information. This information Fields marked with an asterisk (\*) will go into effect as of Jun 1, 2017. are required. Social Security Personal Information Number is required for all dependents. If Social Security \*First Name: number is not available for a Middle Name: dependent, contact Human \*Last Name: Resources at 707-826-3626. Q Name Prefix: Name Suffix: ₹ \*Gender: 31 \*Date of Birth: SSN: (Social Security Number) \*Relationship to Employee: Step 3: Status Information Enter the Marital Status ₹ Single 31 \*Marital Status: As of: information related to the type of ₹. No 31 Student: As of: relationship you have with your ₹. No 31 Disabled: As of: dependent. No ₹ 31 Smoker: As of: Address and Telephone Please note: the information regarding Student, Disabled, and/or Smoker status collected here is confidential and is not sent to plan providers or affect coverage or rates in any way. You can skip these questions if you would like. If you answer 'YES' to student, disabled, or smoker you will need to enter your hire date for the 'as of' date.



## Enrolling in a Medical and/or Dental FlexCash Plan

FlexCash is an optional benefit plan that allows eligible employees to waive CSU medical and/or dental insurance in exchange for cash if they have other non-CSU coverage. Employees participating in this program will receive additional taxable income each month up to a maximum of \$140. This benefit is offered to all bargaining units. Employees who are covered as dependents of employees of the CSU system are not eligible to participate in the Flex Cash Plan. Employees must enroll during the first 60 days of eligible employment or wait for the next Open Enrollment period, unless a change of status event occurs as defined by the Flex Cash brochure available in Human Resources.



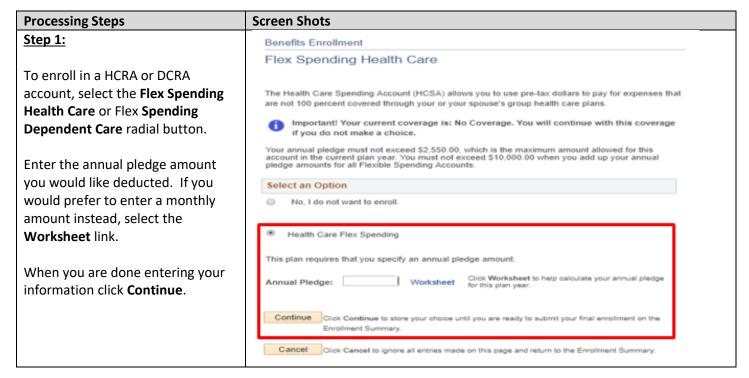
#### Step 2: Benefits Enrollment On the main enrollment selection Medical Flex Cash page, select Medical or Dental Flex Cash then click the Flex Cash radial Important! Your current coverage is: No Coverage. You will continue with this coverage if you do not make a choice button. Select an Option Here Are Your Available Options With Your per-pay-period Costs: (Your cost = Full benefit cost - Credits) Enter the following: **Social Security Number:** this is Select one of the following plans: the social security number of Flex Cash - Medical the person who holds the Coverage Level alternate health policy under Employee Only which you are covered. Waive **Insurance Carrier:** the name of the alternate health insurance carrier. Policy Number 123456789 Insurance Carrier's Name **Policy Number:** the policy 44444444 Social Security Number number of the alternate health Continue Click Continue to store your choice until you are ready to submit your final enrollment on the insurance policy. Cancel Click Cancel to ignore all entries made on this page and return to the Enrollment Summary. When you are done with your selections, click Continue. Repeat

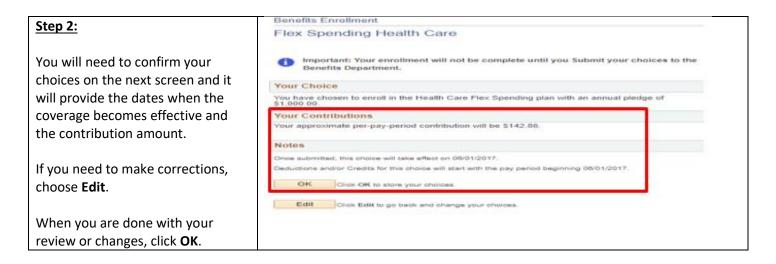
## Enrolling in a Flex Spending Health Care (HCRA) and/or Flex Spending Dependent Care (DCRA) Plan

for Dental or Medical Flex Cash if

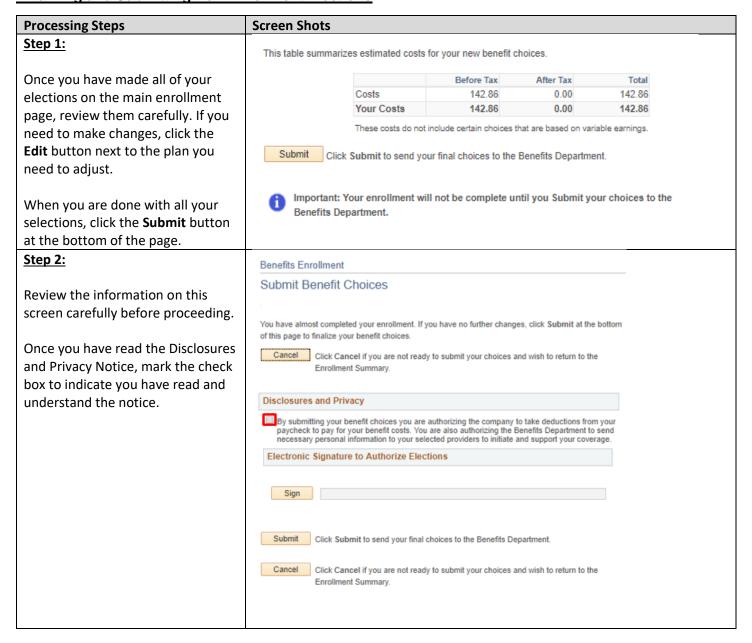
desired.

Before enrolling in a Health Care Reimbursement Account (HCRA) or Dependent Care Reimbursement Account (DCRA), carefully review the information available at <a href="https://hraps.humboldt.edu/flexible-spending-accounts">https://hraps.humboldt.edu/flexible-spending-accounts</a>.





## Finalizing and Submitting New Enrollment Elections



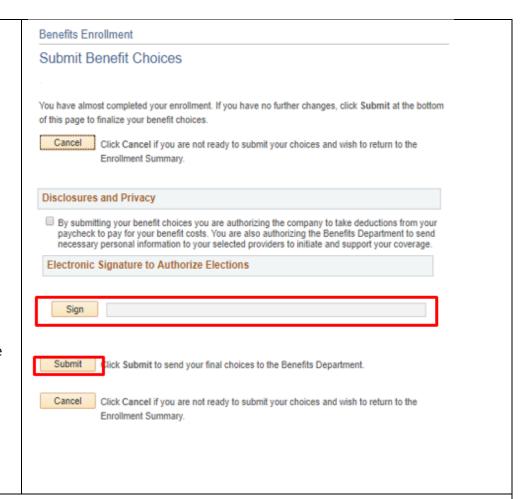
## Step 3:

Click the **Sign** button to electronically sign and authorize your elections then click **Submit**.

Click **Submit** to send your final choices to the HSU Benefits department.

Be sure that you have completed and submitted the eBenefits Self-Service Electronic Signature Authorization form. If you have questions, contact the Human Resources Office.

You will see a confirmation on the screen that your elections were successfully submitted to the Human Resources office. Click **OK** to close the elections page.



If **Supporting Documentation** is required (e.g. marriage certificates, birth certificates, proof of non-CSU insurance), submit it to the Human Resources Office within **1 week**. If you do not provide this documentation, your benefits cannot be finalized and your enrollment may be cancelled. Contact Human Resources at 707-826-3626 if you have any questions regarding these requirements.

You will receive confirmation from the Human Resources Office once your elections have been processed and approved. We strive to process enrollments within **3 business days** of receiving your enrollments <u>and any required supporting documentation</u>, however, during high volume periods we may take a little longer to finalize all enrollments.

If you have questions or concerns about your enrollment, please contact Human Resources. You can also view your enrollment summary by logging in to your MyHumboldt Portal, and clicking on the **Benefits** tab on your profile.

