

NYU Human Resources  
Division of Operations

# An Update From The Benefits Office

Faculty Benefits Committee Meeting  
Thursday, February 7, 2013



NEW YORK UNIVERSITY





# An Update From The Benefits Office

## Today's Agenda

- 2012 Wellness Update
- 2013 Annual Enrollment Results
- Benefits Office Location Change
- Q&A



# Health Screenings – Faculty & Employees

|  | Registrants<br>(# of employees) | Maximum<br>Enrollment* | Faculty | % Faculty<br>Registered |
|--|---------------------------------|------------------------|---------|-------------------------|
| <b>Flu Shots</b>                           |                                 |                        |         |                         |
| –Fall 2012                                 | 3,081                           | 3,840                  | 752     | 24%                     |
| –January 2013                              | 354                             | 680                    | 61      | 17%                     |
| <b>Cholesterol &amp; Glucose Screening</b> |                                 |                        |         |                         |
| –February 2012                             | 307                             | 320                    | 54      | 18%                     |
| –September 2012                            | 242                             | 320                    | 48      | 20%                     |
| <b>Prostate Specific Antigen (PSA)</b>     |                                 |                        |         |                         |
| –September 2012                            | 61                              | 120                    | 12      | 20%                     |
| <b>Derma Scan</b>                          |                                 |                        |         |                         |
| –April 2012                                | 140                             | 160                    | 21      | 15%                     |
| <b>Bone Health Analysis Screening</b>      |                                 |                        |         |                         |
| –May 2012                                  | 219                             | 280                    | 34      | 16%                     |

\*Maximum Enrollment: Number of 'slots' available for each screening.



# Health Screenings – Retirees

|  | Registrants<br>(# of Retirees) | Maximum<br>Enrollment* |
|--|--------------------------------|------------------------|
| <b>Flu Shots</b>                           |                                |                        |
| –Fall 2012                                 | 39                             | 160                    |
| <b>Cholesterol &amp; Glucose Screening</b> |                                |                        |
| –February 2012                             | 12                             | 80                     |
| –September 2012                            | 4                              | 80                     |
| <b>Prostate Specific Antigen (PSA)</b>     |                                |                        |
| –September 2012                            | 0                              | 50                     |
| <b>Derma Scan</b>                          |                                |                        |
| –April 2012                                | 20                             | 80                     |
| <b>Bone Health Analysis Screening</b>      |                                |                        |
| –May 2012                                  | 16                             | 80                     |

\*Maximum Enrollment: Number of 'slots' available for each screening.



## 2013 vs. 2012 Enrollment by Medical Plans

| Medical Plans - 2013           | Number of Participants (Faculty Only) | % Enrolled | Number of Participants (Faculty & Admin) | % Enrolled |
|--------------------------------|---------------------------------------|------------|--|------------|
| Aetna HMO                      | 263                                   | 10%        | 860                                      | 13%        |
| Oxford Freedom HMO             | 214                                   | 8%         | 513                                      | 8%         |
| UHC Choice Plus Advantage Plan | 1,358                                 | 52%        | 2,960                                    | 45%        |
| UHC Choice Plus Value Plan     | 345                                   | 13%        | 1,240                                    | 19%        |
| UHC High Deductible Plan w/HSA | 105                                   | 4%         | 223                                      | 3%         |
| Waive Coverage                 | 312                                   | 12%        | 746                                      | 11%        |
| <b>Grand Total</b>             | <b>2,597</b>                          | <b>-</b>   | <b>6,542</b>                             | <b>-</b>   |

| Medical Plans - 2012           | Number of Participants (Faculty Only) | % Enrolled | Number of Participants (Faculty & Admin) | % Enrolled |
|--------------------------------|---------------------------------------|------------|--|------------|
| Aetna HMO                      | 284                                   | 11%        | 957                                      | 15%        |
| Oxford Freedom HMO             | 218                                   | 8%         | 542                                      | 8%         |
| UHC Choice Plus Advantage Plan | 1431                                  | 55%        | 3082                                     | 48%        |
| UHC Choice Plus Value Plan     | 345                                   | 13%        | 1158                                     | 18%        |
| UHC High Deductible Plan w/HSA | n/a                                   | n/a        | n/a                                      | n/a        |
| Waive Coverage                 | 312                                   | 12%        | 730                                      | 11%        |
| <b>Grand Total</b>             | <b>2,590</b>                          | <b>-</b>   | <b>6,469</b>                             | <b>-</b>   |



# Supplemental Life Elections

| Supp Life Plan Participants          | Faculty |
|--------------------------------------|---------|
| 2012 Plan Year                       | 834     |
| 2013 Plan Year                       | 974     |
| 1X increase during Annual Enrollment | 324     |



# High Deductible Health Plan (HDHP) Enrollments

HDHP with HSA



| 2013 Annual Enrollment              | Faculty    | Faculty & Admin |
|-------------------------------------|------------|-----------------|
| Number of Enrollments               | 108        | 225             |
| Contributing toward an HSA Account  | 77         | 152             |
| Entitled to NYU Contribution to HSA | 17         | 68              |
| Average HSA Election Amount         | \$3,328.42 | \$2,813.60      |



# High Deductible Health Plan Participant Demographics

## Faculty

- Average Age: **49**
- Coverage Level
  - Single: **41%**
  - Family: **59%**
- % Enrollment by Salary Range
  - Under 75k: **16%**
  - Over 75k: **84%**

## Faculty & Admin

- Average Age: **46**
- Coverage Level
  - Single: **45%**
  - Family: **55%**
- % Enrollment by Salary Range
  - Under 75k: **32%**
  - Over 75k: **68%**





# Flexible Spending Account Elections

| Health Care FSA                |                  |                    |                  |                    |
|--------------------------------|------------------|--------------------|------------------|--------------------|
|                                | 2013 Enrollments | % Enrolled in 2013 | 2012 Enrollments | % Enrolled in 2012 |
| All - Faculty & Admins         | 1905             | 28.73%             | 1989             | 30.49%             |
| Faculty                        | 832              | 31.35%             | 893              | 33.65%             |
| Faculty - Average Contribution | \$1,746.14       | -                  | \$2,917.57       | -                  |

| Dependent Care FSA             |                  |                    |                  |                    |
|--------------------------------|------------------|--------------------|------------------|--------------------|
|                                | 2013 Enrollments | % Enrolled in 2013 | 2012 Enrollments | % Enrolled in 2012 |
| All - Faculty & Admins         | 370              | 5.58%              | 364              | 5.58%              |
| Faculty                        | 165              | 6.22%              | 166              | 6.26%              |
| Faculty - Average Contribution | \$3,731.95       | -                  | \$3,456.74       | -                  |



# 2013 Annual Enrollment Survey

| How satisfied are you with your 2013 medical plan options? | Total Responses | Percent |
|--|-----------------|---------|
| Completely satisfied                                       | 1,439           | 36.27%  |
| Somewhat satisfied   | 1,611           | 40.60%  |
| Neither satisfied nor dissatisfied                         | 525             | 13.23%  |
| Somewhat dissatisfied                                      | 310             | 7.81%   |
| Completely dissatisfied                                    | 83              | 2.09%   |
| Total Responses  | 3,968           | 100.00% |

| Were the benefit materials available helpful in selecting your benefit options for 2013? | Total Responses | Percent |
|--|-----------------|---------|
| Extremely helpful  | 875             | 27.49%  |
| Somewhat helpful   | 1,675           | 52.62%  |
| Neither helpful nor unhelpful  | 492             | 15.46%  |
| Somewhat unhelpful   | 102             | 3.20%   |
| Extremely unhelpful  | 39              | 1.23%   |
| Total Responses  | 3,183           | 100.00% |



## 2013 Annual Enrollment Survey, continued

| Before making your benefits elections, which of the following, if any, did you do to make an informed decision? <i>(Select all that apply)</i> | Count        | Percent        |
|--|--------------|----------------|
| Reviewed enrollment materials  | 2,096        | 33.53%         |
| Discussed with spouse or partner   | 1,551        | 24.81%         |
| Asked a colleague or friend  | 639          | 10.22%         |
| Contacted The Benefits Office  | 531          | 8.49%          |
| Viewed the providers website directly  | 406          | 6.49%          |
| Did not consult any resources  | 405          | 6.48%          |
| Watched a video  | 300          | 4.80%          |
| Other  | 252          | 4.03%          |
| Met with a financial planner or tax advisor  | 71           | 1.14%          |
| <b>Total Responses</b>   | <b>6,251</b> | <b>100.00%</b> |



# 2013 Annual Enrollment Statistics

| Week                                   | # of Employee Enrollments | Average Enrollments/day |
|--|---------------------------|-------------------------|
| 10/22/2012<br>(First Day of AE)        | 446                       | 446                     |
| 10/23/2012 - 10/28/2012                | 716                       | 119                     |
| 10/29/2012 - 11/04/2012                | 282                       | 40                      |
| 11/5/2012 - 11/11/2012                 | 895                       | 128                     |
| 11/12/2012 - 11/18/2012                | 1,794                     | 256                     |
| <b>11/19/2012<br/>(Last Day of AE)</b> | <b>1,270</b>              | <b>1,270</b>            |

**Note:** Annual Enrollment extended by one week due to Hurricane Sandy



# Faculty & Employees Applying For Same-Sex Spouse Tax Relief

| Same-Sex Spouses Enrolled in Benefits                                 | Faculty | All Other Employees |
|---|---------|---------------------|
| Applications received to date   | 7       | 7                   |
| Number of employees covering Same-Sex Spouse in Medical and/or Dental | 16      | 20                  |



## The Benefits Office

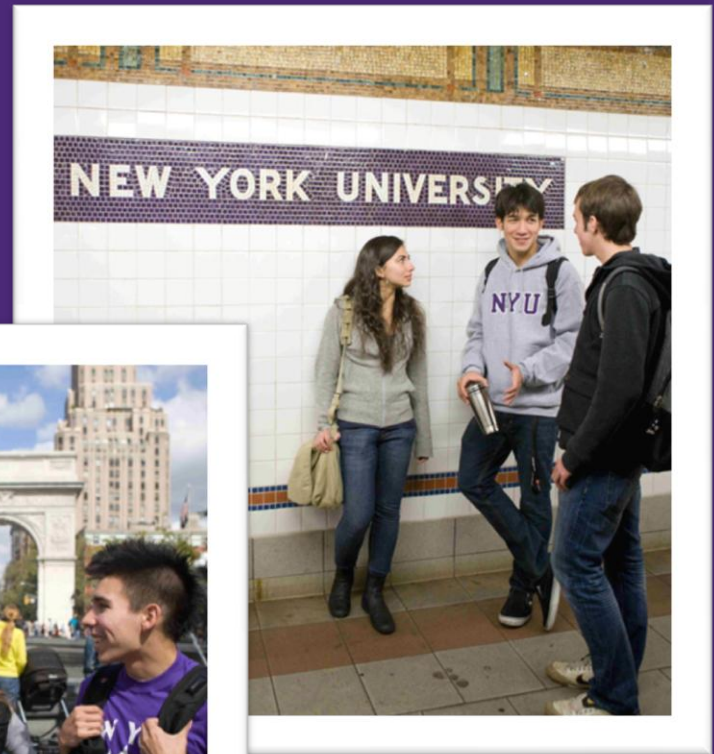
New Address: 105 East 17<sup>th</sup> Street



- Move occurs between February 22-25
- Relocation from 726 Broadway opens new academic space near Square
- New HR/Benefits Drop-Off Window:  
25 West 4<sup>th</sup> Street

Questions? Comments?

Thank You!



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