



THE OHIO STATE UNIVERSITY

HUMAN RESOURCES

Open Enrollment 2021

November 1-15, 2020

HR Connection - Total Rewards Shared Services



Open Enrollment Period:

- November 1 - November 15, 2020
- Review enrollment options
- Make and change benefit elections
- Changes effective January 1, 2021



- Compensation Tier Changes/Employee Contributions
- Hearing aid coverage increase
- New “Exercise is Medicine” Program
- Prescription Drug Card Change
- Effective Date for Benefit Coverage Terminations



- Enroll in or change elections for:
 - Medical
 - Dental
 - Vision
 - VGTLI Child
- Add, drop or change coverage for your eligible dependents



- Ohio State requires verification of eligibility for any dependent added to medical, dental, and vision plans.
 - Following enrollment, our vendor Alight will mail a Dependent Eligibility Verification packet to the employee's home address.
 - Required documentation must be submitted by the deadline stated in the packet.
- *Failure to provide proof of eligibility for each applicable dependent will result in termination of their coverage.**



- Exercise is Medicine – New physical activity offering through Wexner Medical Center; available to faculty, staff, and dependents enrolled in the medical plan. Can be reimbursed 50% of the cost of the program if you complete the requirements and receive YP4H incentive points.
- Hearing aid coverage increasing from \$1,200 every four plan years to \$1,400 per hearing-impaired ear (\$2,800 for both ears) every three plan years.
- Express Scripts (ESI) will no longer mail prescription drug cards. Cards can be accessed via the Express Scripts mobile app.



- Beginning in 2021, certain VSP providers will offer Ohio State vision plan members an opportunity to use their routine eye exam to detect serious medical issues such as hypertension or diabetes. If a member is determined to be high-risk during the exam, the VSP provider will offer education resources and refer members to their primary care provider for further evaluation.



Rewards You Can Earn in 2021

- **Health Reimbursement Account (HRA) Credits** – Earn up to \$300 in HRA credits per enrolled participant by completing a variety of wellness activities as part of the YP4H Incentive Program
- **PulseCash** – All participants can earn up to \$100 in PulseCash, which can be redeemed in the Virgin Pulse online store to purchase health and wellness items or donate to charitable organizations
- **Premium Credit** - \$25 per month for enrolled faculty or staff or up to \$40 per month with an enrolled spouse after completing PHA and verified biometric screening.
- To receive the full credit amount for 2021, you and your enrolled spouse must complete the 2020 PHA by December 31, 2020. The verified biometric screening is currently not a requirement for the premium credit.



- Spouse – No opportunity during this Open Enrollment to purchase additional VGTLI coverage without Evidence of Insurability (EOI)
- Child – Enroll or increase VGTLI coverage for eligible dependent children up to age 26 with no EOI required. Maximum amount of coverage for each eligible child is \$20,000.



Answers to your questions:

- Visit hrconnection.osu.edu
- Email: hrconnection@osu.edu
- Call HR Connection: 614-247-myHR