



COLUMBIA UNIVERSITY

HR Benefits

October 2015

Dear Colleague:

Welcome to Benefits Open Enrollment for 2016. **November 2 to November 20, 2015** is your annual opportunity to review your benefits coverage and make changes for the coming year.

Please review the enclosed *2016 Benefits Election Form* with 2016 monthly contributions and Medical Plan Comparison Chart. Below is a brief summary of what's new for the coming year.

To elect medical coverage for 2016, please complete and return the enclosed *Benefits Enrollment Form* to your Departmental Administrator by November 20, 2015.

If you do not currently have medical or dental coverage and do not want medical or dental coverage in 2016, no action is required on your part.

What's New for 2016

- **New Contribution Rates.** In general, you will see moderate increases for the coming year.
- **ID Cards.** If you are making a change to your medical election, you will receive a new medical plan ID card by late December. Note: Vision is included in your medical coverage, so if you enroll in medical, you will not receive a separate vision ID card. You will only receive ID cards for Dental or Prescription coverage if you newly enroll.
- **Autism Benefit will now include Applied Behavioral Analysis (ABA).** Services under ABA must be performed by a certified behavior analyst, subject to medical necessity and management. To learn more, go to <http://hr.columbia.edu/autism-applied-behavioral-analysis>.

Please note: If any portion of your health plan insurance is paid by your department, it is considered imputed income and must be reported on a W-2. If you pay all or some of your health plan insurance, new payment coupons will be mailed to you for your premiums effective January 1, 2016.

The Columbia Benefits Service Center will have extended hours during the Benefits Open Enrollment period. Call **212-851-7000** and Benefits Specialists will be available to answer your questions from **9 am to 5 pm**. Monday-Friday November 2-13, and **9 am to 6 pm** November 16- 20.

Sincerely,

Michael Bloom
Executive Director, Benefits
Columbia University HR Benefits