



The Office of Human Resources

January 2023

The Office of Human Resources is proud to announce our new quarterly newsletter, where you will find useful information and tips on all things benefits, wellness, and retirement.

BENEFITS

Open Enrollment 2023 is Here!

Open enrollment begins **February 1st and ends February 14th, 2023.**

Here are some of the changes for the 2023-2024 enrollment year:

- The preferred PPO plan's monthly rate will increase by \$6.00 for the Employee Only tier. All others remain the same as last year.
- The HRA contribution is increasing by 20% effective April 1st. For Employee Only medical coverage, the amount will increase from \$50 to \$60, from \$100 to \$120 for Employee Plus Spouse/Children and Family, and from \$150 to \$180 for those in a Dual Enrolled plan.
- BCBS will become our new pharmacy provider, replacing Optum Rx. If enrolled in a medical plan, you will receive new ID cards that will include medical and pharmacy information all in one card. You will be required to use BCBS for Rx coverage beginning April 1st.
- Rally Rewards is being replaced by Virgin Pulse. Wellness incentive rewards will be redeemable for gift cards.

Visit our [benefits page](#) to review details on all the benefits offered.

Currently have an HCFSA or DCFSA?

If you are currently enrolled in a Healthcare Flexible Spending Account (HCFSA) or Dependent Care Flexible Spending Account (DCFSA), you will be able to incur expenses until **June 15th, 2023**, and will have until **June 30th, 2023**, to file any unclaimed expenses. The contribution rates will increase by \$200 to \$3,050 for the HCFSA and will remain at \$5,000 for the DCFSA.

Note: The HCFSA and DCFSA **do not** auto renew, and you must elect them each year during the annual Open Enrollment.

Tips for completing a qualifying life event

Qualifying life events can be created **14 days prior to the effective date and not more than 30 days after - and it must be completed within 30 days of submission.**

Supporting documents must be submitted for the life event to be approved.

Make sure the correct type of life event is selected. For example, do not select a life event for a domestic partner if you do **not** have a domestic partner as this will delay the review process and you may miss the deadline for approval.

For benefits related questions, please contact us at loa@nova.edu

WELLNESS

The Value of Self-Awareness or Mindful Moment

Brought to you by: Resources for Living

Being self-aware helps you foster a deeper connection with yourself and a better understanding of the people around you. If it doesn't come naturally to you, don't worry. You can work on increasing your self-awareness. A few tips can help.

[Read more...](#) | [En Español](#)

Monthly Awareness: January is National Mentoring Month

If there's room on your list of New Year's resolutions, consider becoming a mentor. Or if you're new to your field or branching out in a new direction, it could be a good time to look for a mentor.

[Read more...](#) | [En Español](#)

Resources for Living Podcasts and Articles

- [Think Tank Podcast: Ending long-term relationships](#)
- [Let's talk: How to decrease negative thoughts \[Video\]](#)
- [Mindful Moments: Check in with yourself](#)

Read the full January Resource for Living newsletter [HERE](#)

For help with personal or workplace issues, call your access phone number or check your website. These confidential services are available 24/7 to you, your eligible household members and adult children living away from home up to age 26.

877-398-5816 (TTY: 711)

www.resourcesforliving.com

Username: ICUBA

Password: 8773985816

VIRTA - Food as Medicine

Trying to beat type 2 diabetes? You do not have to take medications, count calories, fast, or exercise anymore. Instead, Virta's doctor-led team uses food as medicine.

Click [HERE](#) to view the "Food As Medicine" webinar. To learn more about Virta, visit their website at www.virtahealth.com/join/icuba

Employee Wellness Seminar with HCA: Sleep Apnea with Dr. Torre

Join us at our first employee wellness seminar of the year! Dr. Carlos Torre will be presenting on the topic of sleep apnea.

February 22nd, 2023

12:00pm Eastern Time

Register in advance [HERE](#)

After registering you will receive a confirmation email containing information about joining the meeting.

Biometric Reward Reminder

The deadline to complete the biometric wellness incentive for **\$100** is **March 31st**. All rewards must be redeemed out of the Rally system by this deadline. If you have already completed your annual wellness exam, then just download the form, and have your physician complete it for credit.

1. Members log into [My.QuestForHealth.com](https://myquestforhealth.com).
 - If you've previously established an account, use the Log In area to enter your username and password and select the green Log In button. If you've forgotten your login information, use the username link to retrieve your username or the password link to reset your password.
 - If you've never registered on the site to establish an account, use the Create Account area, enter the registration key provided by your employer, and select the Register Now button.
 - Registration Key: **ICUBA** Unique ID: **BCBS Member ID**
2. Download the Physician's Results Form. The form identifies you (and your spouse or partner who are also eligible for the Rally incentives) by a unique bar code.
3. Visit your physician and complete your annual wellness exam – this must include your blood work.
4. Have your physician complete & sign the form.
5. Have your physician's office fax the form to Quest or take a copy of the completed & signed form and upload it yourself into the Quest Portal (this method is recommended).
6. Due to the timing of the reward posting, you will need to complete this at least 4-6 weeks before the March 31st deadline.

For wellness related questions, please contact our Sr. Benefits Administrator Employee Wellness Ronenia Jenkins at rjenkins@nova.edu

RETIREMENT

TIAA Transition

In late 2022, AIG/VALIC retirement services was consolidated into the TIAA retirement services platform in order to improve the services available to you in the plan, reduce the fees you pay for recordkeeping, and enhance the overall process of planning and saving for retirement.

Due to the transition, you will **no longer** be able to use The Retirement Manager Portal to make any changes to your 401k deferral election. Instead, you will **now** be able to access TIAA portal through SharkLink and go to the human resources section and click on "visit the TIAA portal for enrollment/account access". The new portal is user friendly and intuitive, making it easier for participants to make changes and/or enroll in NSU Retirement Plans.

AIG/VALIC now Corebridge Financial Remaining Balance in Participants Retirement Accounts:

Many of our employees are wondering why there still show balances in their Retirement Accounts at AIG/Corebridge Financial after the transfer to TIAA. The answer is because you have **fixed interest annuity accounts** which you elected at one point as part of your retirement plan diversification with AIG/VALIC. This type of investment provides a fixed return as a result is considered a non-liquid investment and **cannot be transferred by the plan sponsor NSU**. Due to the fixed interest component, they are **participant controlled** and can only be transferred at the request of the employee.

Most fixed interest annuities will transfer in a 4-year period at 25% per year, while others will require the completion of a transfer out form. If you have a remaining balance with AIG/VALIC please contact their **Participant Call Center at 1-800-448-2542 for more information and confirmation.**

Please visit our [retirement transition page](#) for more information, including frequently asked questions and a recorded webinar with details on the transition.

Updated Retirement Webpages

The Benefits Team updated our [retirement savings plans webpages](#). You will now find thorough information on all the plans that NSU has to offer (including Puerto Rico and Grande Oaks employees). These pages will inform you on plan eligibility, employee and employer contributions, IRS contribution limits, loans, withdrawals, and vesting information as well as contact information for financial advice through TIAA and Captrust Financial Advisors.

For retirement related questions, please contact us at ohr-retirement@nova.edu

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