

Open Enrollment – Full Self-Service

Overview

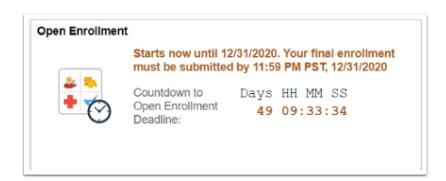
This job aid shows employees who have access to full employee self-service how to enroll in eBenefits during Open Enrollment.

Before you start

This job aid shows you how to change your benefits. If you are satisfied with your current benefits, and your employment status is not changing, you do not need to participate in Open Enrollment. Your existing benefits will be renewed for the next year except for HCRA and DCRA, healthcare and dependent care reimbursement accounts, which must be re-enrolled each year).

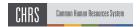
Start Open Enrollment

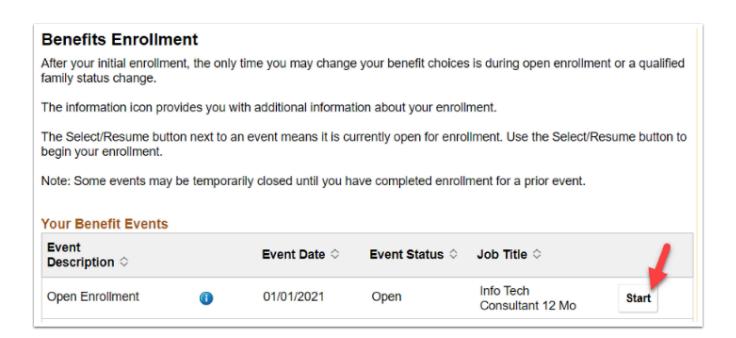
1. Click the CSU Open Enrollment tile on your Employee Self Service Homepage.



The Open Enrollment tile is only active during Open Enrollment.

2. If you see a Benefits Enrollment page, find the Open Enrollment event and then click Start.



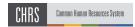


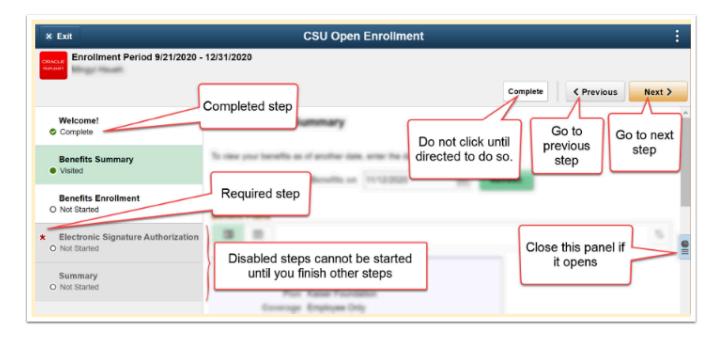
Whether or not you see this page depends on your history of using the eBenefits system. The CSU Open Enrollment activity guide opens.

Navigate Open Enrollment

An activity guide displays the pages that you need work with to complete your open enrollment event. The activity guide includes navigation buttons (Next and Previous) and a navigation pane to show where you are in the activity. The following table provides some general guidelines for moving through an open enrollment activity guide.

- Navigate through the activity guide by using the Next and Previous buttons.
- Do not skip steps.
- IMPORTANT: Do not click Complete until you reach the Summary step and are instructed to do so.

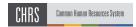


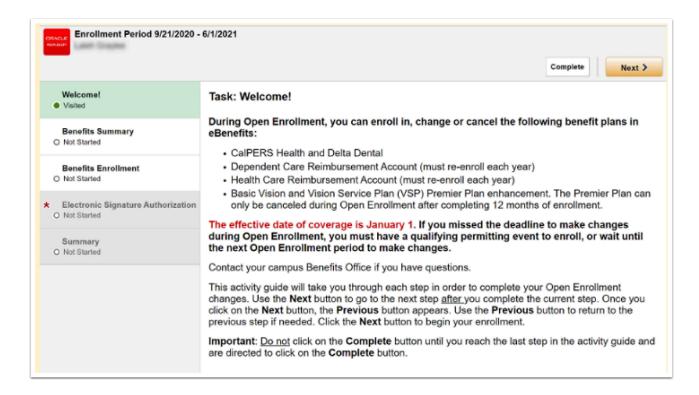


- Required steps are marked with an asterisk (*).
- · Complete all the steps of an activity guide in sequential order by clicking Next or Previous.
- Carefully read and follow instructions on every page.
- Close the supplementary panel if it opens and obscures the page.

Welcome Page

- 1. Read the Welcome page.
- Read the Welcome page carefully.
- Note the time limit on submitting this event.





The Welcome page is written specifically for a particular event type and provides information that you need to complete the life event.

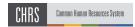
2. Click Next.

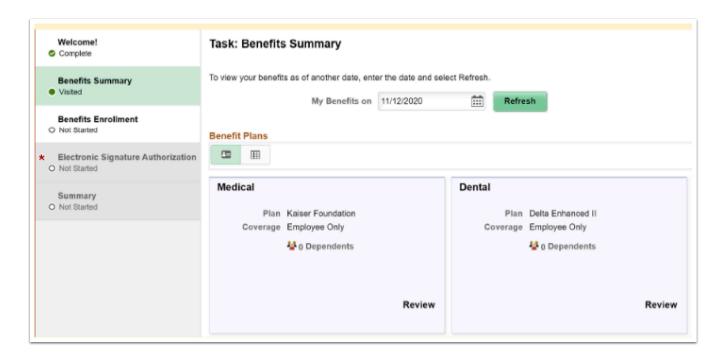


Benefits Summary

The Benefits Summary step shows your current benefit enrollments. Review this summary to help you decide what you want to change.

1. Review the information on the Benefits Summary page.





2. Optional: Click any of the tiles to review benefit details.



Click the X in the top right to close the benefit details page.



3. Optional: Change the date and then click Refresh.





Use this feature to view your benefit enrollments on another date. For example, you can view upcoming changes that are not reflected in your current Benefits Summary.

4. Click Next.



Benefits Enrollment

After you start enrollment, you can select benefits for yourself, add dependents, and enroll dependents in your benefits.

A note about flex cash benefits

You cannot enroll in both medical plan and medical flex cash, nor can you enroll in both a dental plan and dental flex cash. Whichever option you choose, you must waive the conflicting option.

Add Dependents

If you do not need to add new dependents, skip to **Benefit Enrollment: Medical, Dental, Vision.**

If need to add new dependents, use these procedures:

Add Dependent Name and Personal Information Update Dependent's Address Add Dependent's National ID Optional: Update Dependent's Phone Optional: Update Dependent's Email Save Dependent Information

Eligible Dependents

The following list shows which dependents are eligible for benefits, and any additional requirements.



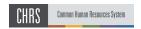
Dependent Type	Definition	Additional Requirements
Adopted child	Employee's legally adopted child	None
Child	Employee's biological child	None
Domestic Partner Adult	Lives with employee, not married	Domestic Partner Dependent Certification form required
Domestic Partner Child	Child of a domestic partner	None
Recognized Child	A child you have financial responsibility for who is not your biological, adopted, stepchild, or domestic partner's child.	Affidavit of Parent Child Relationship required
Spouse	Legal marriage partner	None
Stepchild	Child of legal marriage partner	None

IMPORTANT: Any dependent types that are not on this list cannot be added to your benefits plans.

Add Dependent Name and Personal Information

1. On the Benefits Enrollment page, click the Medical tile to open enrollment options for that benefit.





The benefit enrollment page opens.

2. Click Add/Update Dependent.



3. Confirm that the dependent does not already exist in the system.

If the dependent is an ex-spouse or ex-domestic partner and needs to be changed back to spouse or domestic partner, contact your benefits office so they can make this update.

4. Click Add Individual.

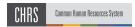


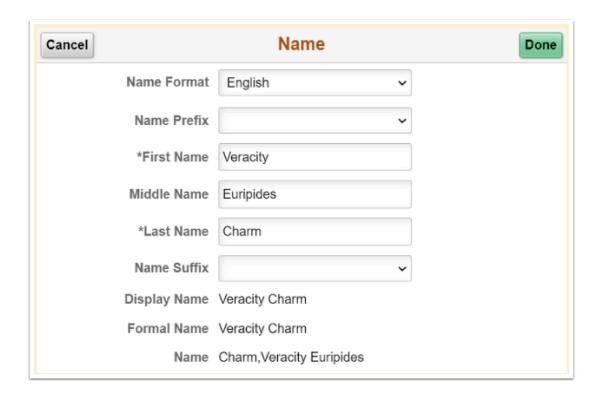
The Add Individual Dependent/ Beneficiary Information page opens.

5. Click Add Name.



- 6. Complete the required fields: First name Last name
- 7. Click Done.





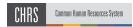
The name must be the legal name (on the birth certificate) not the preferred name.

8. Confirm that the name is spelled correctly.



Click the name to edit if it is incorrect.

- 9. Complete the Personal Information section:
- Date of Birth Gender
- Relationship to Employee
- Marital Status
- Student
- Disabled
- As of dates





- Marital Status is recommended, but not required.
- Smoker is not used.
- As of dates are the dates of the marital status, student, and disabled events.
- **Disabled:** if you set Disabled to Yes, you must submit Proof documents to your Benefits office.
- 10. Review the address information.

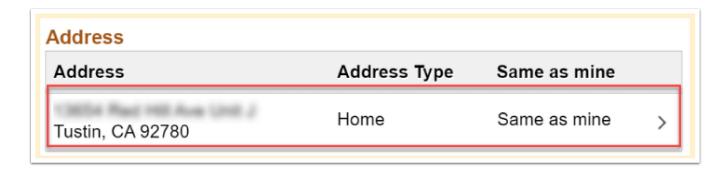
Address defaults to the employee's address. If your dependent's address is:

- Different from the employee's address, go to Update Dependent's address.
- The same as the employee's address, skip to Add Dependent's National ID.

Update Dependent's Address

Use this procedure to make corrections if your dependent's address is different from the employee's.

1. Click the row to correct.



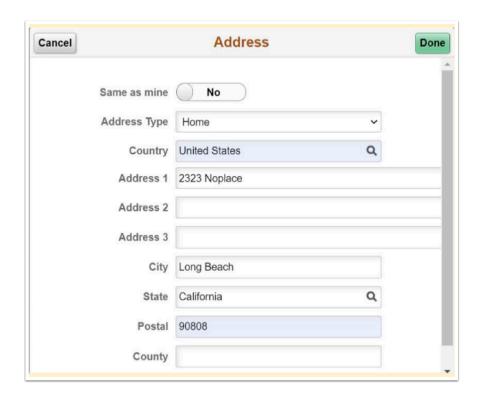


By default, your dependent's address is the same as the employee's.

2. Toggle the Same As Mine toggle to No.



3. Complete the Address fields.

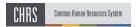


Address 1, Address 2 and Address 3 are all for one address (example: apartment number). Do not use these fields for multiple addresses.

4. Click Done.



The address is corrected.



Add Dependent's National ID



2. Complete the National ID information.



- Primary is always set to Yes.
- The system adds the dashes for you
- 3. Click Done.



The national ID is entered.

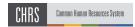
Optional: Update Dependent's Phone

You can update the dependent's phone number to be the same as the employee's or enter a different number.

1. Click Add Phone.



2. Complete the Phone Number fields.





If the dependent's phone number is the same as the employee's, toggle the Same as mine option to Yes.

You do not need to enter dashes or spaces: The system formats the phone number for you.

3. Click Done.

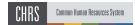


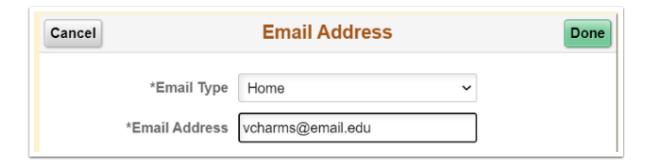
Optional: Update Dependent's Email

1. Click Add Email.



2. Complete the email fields.





3. Click Done.



The email information is saved.

Save Dependent Information

1. When you have completed entering dependent information, click **Save** at the top of the page.

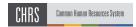


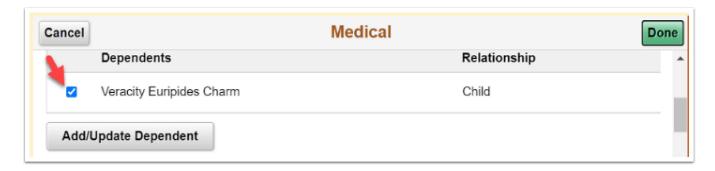
Your dependent/beneficiary information is saved.

2. Close the Dependent and Beneficiary Information page.



3. Check the box to enroll your dependent in each benefit.





Do not forget this step.

4. Click Done.



You return to the <u>Benefit Enrollment</u> page.

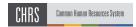
Benefit Enrollment: Medical, Dental, Vision

Use this procedure if you want to change your Medical, Dental, and Vision benefits. These benefit options have similar page layouts and procedures. If you are enrolled in a medical or dental flex cash plan, first waive that option.

1. On the Benefits Enrollment page, click a tile to open enrollment options for that benefit.



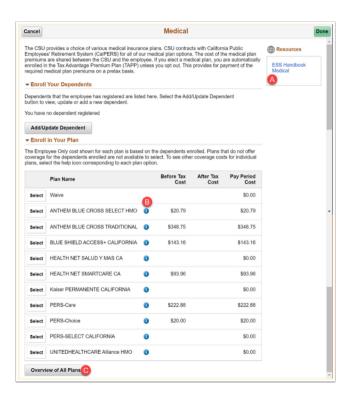
2. Enroll dependents as needed.





STOP: If you need to add a dependent that is not shown in the Dependents list, stop this procedure now and go to Add Dependents. You can come back to this step after your dependents are added. If you have no more dependents, continue on to step 3.

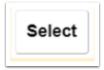
- 3. Optional: Review your options.
- A. Open the **ESS Handbook Medical** to see CSU Employee resources information on a separate browser tab. You can close this tab when you finish reading the information.
- B. Click the Information icon for a short overview of benefit plan and costs.
- C. Click Overview of All Plans to open a cost breakdown of all plans for comparison.



- The costs on this page include the dependents that are enrolled.
- If you elected to see After Tax Costs, you can see both Before Tax plans and After Tax plans.
- If you want to see After Tax Cost plans, contact your Benefits office.



4. Select a benefit option.



5. Click Done.



6. Confirm that your benefit status is changed.



What to do next:

- Repeat this procedure if you need to change options for Dental or Vision plans.
- Optional: Enroll in Flex Spending benefits.
- Submit your enrollment options.
- 7. Manage Dental plan enrollment.

Repeat the procedure: <u>Benefit Enrollment: Medical, Dental, Vision</u> to enroll or remove dependents from your Dental plan.

Note that you cannot waive your vision plan.

Benefit Enrollment: Enroll in Dental Flex Cash Benefits

If you choose flex cash instead of a dental plan, use this procedure to enroll in Dental Flex Cash Benefits. If you are enrolled in a dental plan, you must first waive the dental plan by clicking the Dental tile and then selecting the Waive option.



1. On the Benefits Enrollment page, click a tile to open enrollment options for that benefit.



2. Select an option.



3. Click Done.



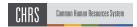
4. Optional: Repeat if necessary.

Repeat this procedure for the other Flex Cash benefit if you want to enroll in that benefit.

Benefit Enrollment: Enroll in Medical Flex Cash Benefit

If you choose flex cash instead of a medical plan, use this procedure to enroll in Medical Flex Cash Benefits. If you are enrolled in a medical plan, you must first waive the medical plan by clicking the Medical tile and then selecting the Waive option.

1. On the Benefits Enrollment page, click a tile to open enrollment options for that benefit.





2. Select an option.



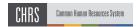
Your select button changes to a check mark.

3. Click Done.



Benefit Enrollment: Enroll in Health Care reimbursement Acccount (HCRA)

1. On the Benefits Enrollment page, click a tile to open enrollment options for that benefit.

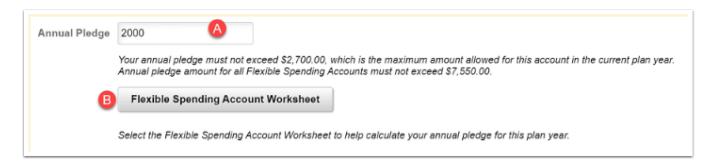




2. Select an option.

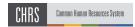


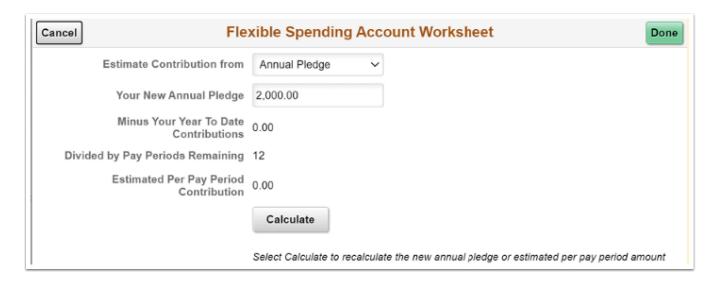
3. Calculate contributions: A. Enter a number in the Annual Pledge field B. Click Flexible Spending Account Worksheet.



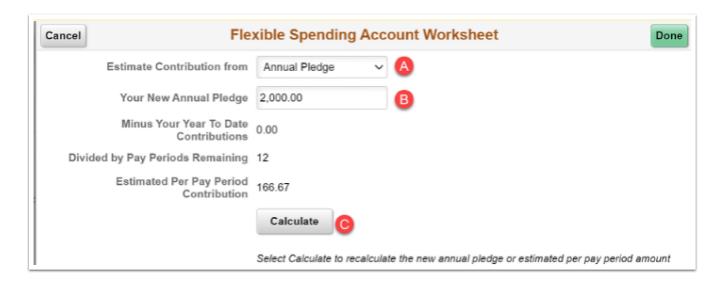
The Flexible Spending Account Worksheet opens. Use the Worksheet to help you calculate your annual pledge based on the amount you will contribute from the remaining paychecks of the year.

4. Click Calculate.





- 5. Optional: Recalculate the contributions.
- A. Change charge period.
- B. Change Amount.
- C. Click Calculate.

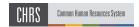


6. When you are satisfied with the contribution, click Done.



Annual pledge calculation is completed.

7. Click Done.





Your flexible spending option is updated.

Benefit Enrollment: Enroll in Dependent Care reimbursement Acccount (DCRA)

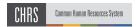
1. On the Benefits Enrollment page, click a tile to open enrollment options for that benefit.

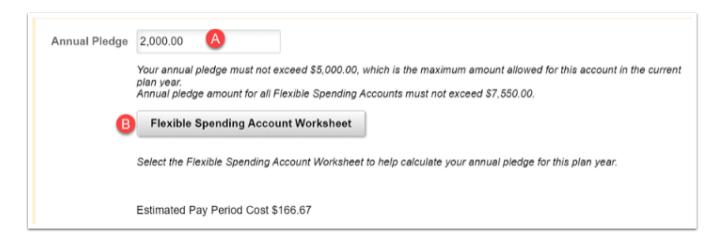


2. Select an option.



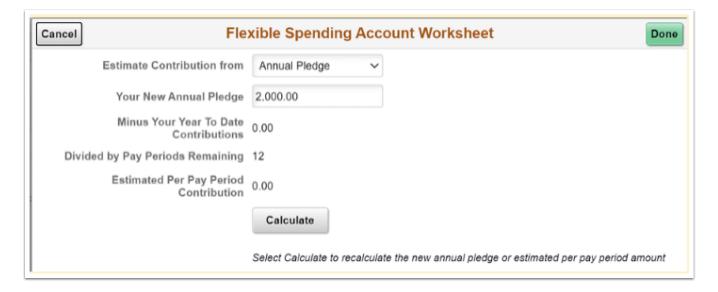
- 3. Calculate contributions:
- A. Enter a number in the Annual Pledge field
- B. Click Flexible Spending Account Worksheet.





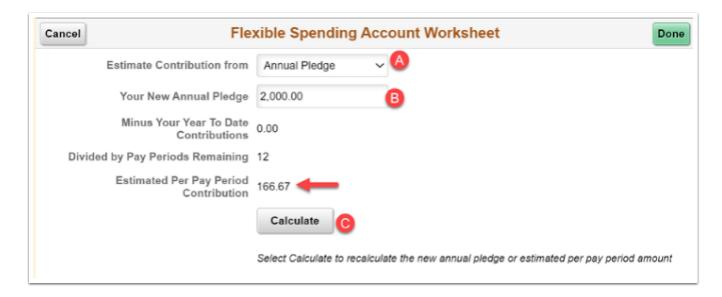
The Flexible Spending Account Worksheet opens. Use the Worksheet to help you calculate your annual pledge based on the amount you will contribute from the remaining paychecks of the year.

4. Click Calculate.



- 5. Optional: Recalculate the contributions.
- A. Change charge period.
- B. Change Amount.
- C. Click Calculate.





6. When you are satisfied with the contributions, click **Done**.



Annual pledge calculation is completed.

7. Click Done.



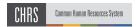
Your flexible spending option is updated.

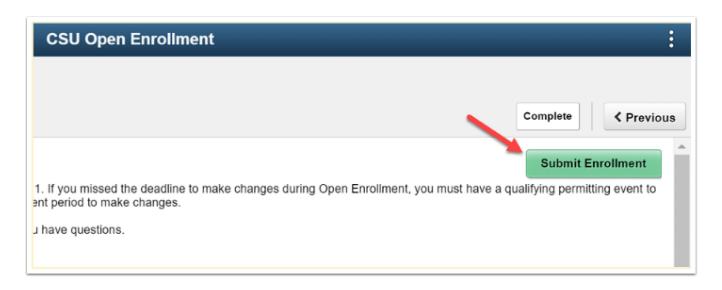
Benefit Enrollment: Submit Your Enrollment Options

1. Review your enrollment decisions.

Make sure you have selected all of the options you want. After you submit your options, you will not be able to change them.

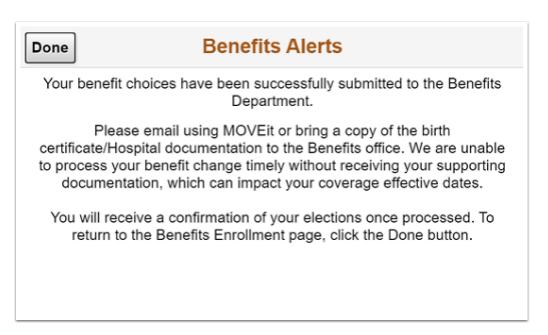
2. Click Submit Enrollment.





After the Benefits office has processed your Benefits enrollment, you will be able to print out a Benefits Confirmation Statement by using the Benefits Statement tile. Print this statement for your own records.

3. Read the Benefits Alerts, then click **Done**.



CSYOU provides more information about using MOVEit.

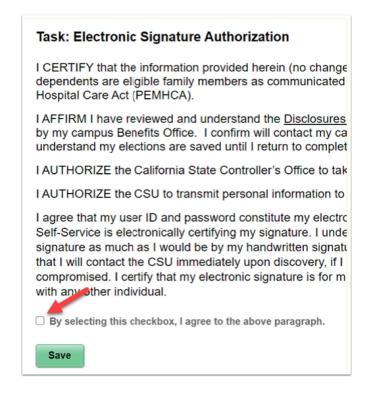
4. Click Next to start the Electronic Signature Authorization activity.





Authorize and complete Open Enrollment

1. Read the information carefully, then select the check box to electronically sign authorization form.



Click the Disclosure and Privacy Notices link to review the Disclosure and Privacy information.

2. Click Save.



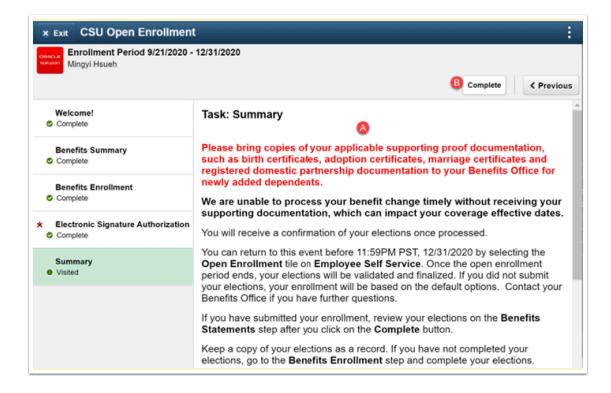
Authorization step is complete. The Summary activity is now available.

3. Click Next.



- 4. Complete the tasks on the Summary activity:
- A. Note the supporting documents that you need to send to the Benefits office.
- B. Click **Complete**.

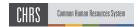


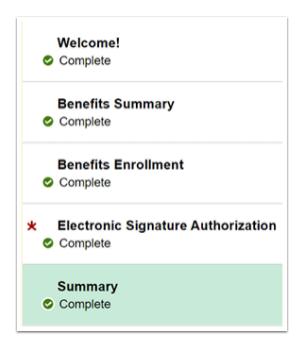


5. Click Yes.



6. Confirm that all Open Enrollment activities are complete.





7. Click the Actions button (3 dots) and then Home to return to the Home page.



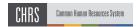
8. Submit your documentation.

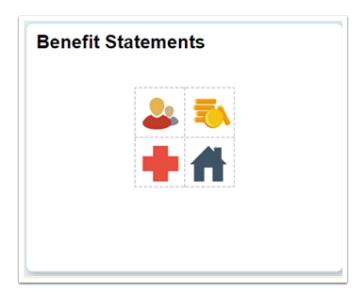
Your new benefits will not be processed until all applicable supporting documents are received.

Print your Benefits Enrollment Preview

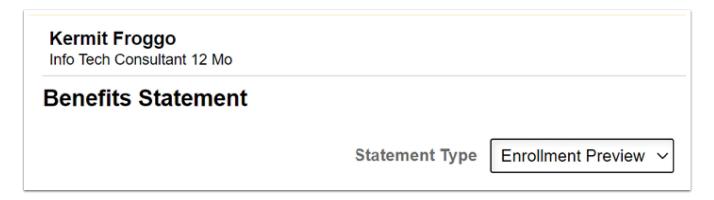
You can print your Benefits Enrollment Preview before your benefits are finalized.

1. Click the **Benefit Statements** tile on your Employee Self Service Homepage.





2. Select Enrollment Preview from the Statement Type menu.



You must select the statement type to view the statement.

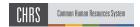
3. Click the statement row to open the statement.



4. Click **Expand All** to see the statement details.



5. Optional: click Print View to print a copy of the statement.

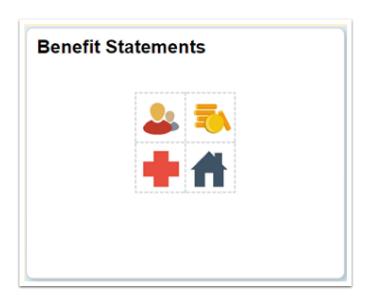




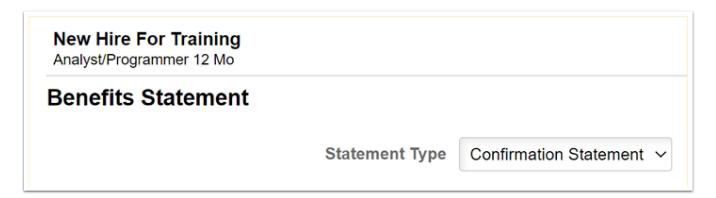
Print your Benefits Confirmation Statement

Your Benefits Confirmation Statement is ready after your benefits are finalized and enrolled by a nightly process.

1. Click the Benefit Statements tile on your Employee Self Service Homepage.

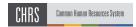


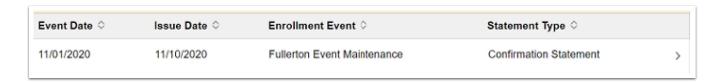
2. Select Confirmation Statement from the Statement Type menu.



You must select the statement type to view the statement.

3. Click the statement row.





All your future statements will be shown here in addition to the current statement.

4. Click Expand All to see the statement details.



5. Optional: click Print View to print a copy of the statement.



6. Close the statement.



End of Article