Retirewise Returns to Campus
To increase awareness in your retirement planning, in 2010, Marquette University Human Resources offered a pilot program “Retirewise” to employees.

Hosting this program, financial planning experts Paul Tourville and Mike Russo discussed the entire retirement process such as:

- how to determine how much retirement savings you need based on your spending
- tax-saving tips after retirement
- calculating inflation
- selecting a distribution schedule from your 403(b) or 401(k) plan

The program was highly successful in participation and feedback. Based on the surveys, employees referred to this program as: “easy to understand concepts, a good balance between facts and humor, and highly useful information.”

The Beginner & Refresher Series
This February we will offer a “freshman” series designed for the employee who is starting to plan for their retirement or might need a refresher course in retirement planning.

- Tuesdays: 2/1, 2/8, 2/15, 2/22
  from 11 AM to 1 PM, AMU Room 157
- Wednesdays: 2/2, 2/9, 2/16, 2/23
  11:00 am – 1:00 pm, AMU Room 157
- Registration is mandatory. (Click link to register.)

The Familiar & Advanced Series
Also, this March we will offer a “sophomore” series designed for the employee who has an average to advanced understanding of the financial aspects of retirement planning.

- Tuesdays: 3/1, 3/8, 3/15, 3/22
  from 11 AM to 1 PM, AMU Room 157
- Wednesdays: 3/2, 3/9, 3/16, 3/23
  from 11 AM to 1 PM, AMU Room 157, except 3/30 – AMU Room 163
- Registration is mandatory. (Click link to register.)

The Retirewise series is free to employees and a guest.

Do you work less than 12 months per year?
When an employee is on a less than 12 month pay cycle, the concern of benefit continuity throughout the calendar year is addressed in the following manner. Health, dental, and/or vision insurance premiums are prorated January through May. Using this increase, a factor of 1.6, for the first five months of the year captures the amount needed to cover the premiums for June, July, and August. The regular monthly premiums will resume September through December.

For those employees who leave the university and have paid pro-rated premiums, coverage will be suspended the end of the month in which employment is terminated. You might be due a refund. Contact Human Resources for more information.

Winter Topics
- Retirewise Returns to Campus
- Working Less than 12 months
- Future Benefit Program through GROW
- Your Dependent Adult Children
- FSA Reimbursement

Did you know?
- The Marquette Neighborhood Health Center is an approved in-network facility for acute and minor care. Copays are waived for covered employees and their dependents for both routine and non-routine care.
- Effective 1/1, smoking cessation benefits are offered through the health plan.

Upcoming Events in Benefits
The benefits team has ten different topics of interest ranging from financial to elder care over 33 dates. Click here for event listing.
Future Benefit Programming Offered Through GROW
You will have access to a variety of education opportunities on benefit topics in the coming months. Please refer to your forthcoming GROW brochure to access the list of Spring offerings. Additional and future education opportunities will be available at www.marquette.edu/benefits.

Health Care Reform Act: Adult Child (19-26)
Health Plan (Health Care Reform)
As a friendly reminder, please verify that all eligible and covered adult dependent children are listed on your health insurance card issued by UMR. If you successfully enrolled your dependents via Myloib during the annual enrollment period, your adult child should be listed on your 2011 insurance card. If there is a discrepancy, please email Jennifer.Zoltan@marquette.edu to further inquire.

Dental and Vision Plans
There are no changes to dental and vision plans due to the Health Care Reform.

Is Your Dependent Graduating?
Full-time student eligible dependent status is required for dental and vision plans. If your dependent will graduate in May, coverage will run through May 31, 2011. Please notify Jennifer.Zoltan@marquette.edu if your adult child is graduating so the applicable COBRA paperwork can be processed. COBRA coverage is at your expense and can be valid for up to 18 months. It is your responsibility to remove dependent children who are no longer eligible for the university dental or vision programs.

Flexible Spending Account & Your Benny Card
For those employees who enrolled in the Health Flexible Spending Account, you received a “Benny Card.” This is to allow an added convenience for you to deduct eligible expenses at the point of purchase. For use of this card, please refer to the instructions that were mailed with your card. As an added courtesy, you may still use paper reimbursement if you prefer.

As a reminder, do not throw away your Benny Card. The card will have both the applicable 2010 balance and your elected 2011 balance. These cards are valid for three years. Extra or replacement cards will be $10 per card.

Over the Counter Medicines
Over-the-counter purchases, such as for allergy suppressants and Tylenol, made Jan. 1, 2011, or after will not be eligible for HFSA reimbursement unless prescribed by a physician (except for insulin).

Employees who participated in the health flexible spending account in 2010 must submit all eligible over-the-counter medicine purchases for reimbursement by Thu, Mar. 31. Reimbursement forms are available on the benefits website and should be submitted directly to Employee Benefits Corporation.

The Run-Out & Grace Period
Eligible medical services such as copays, deductibles and coinsurance can still be incurred Jan. 1 through March 15 and submitted for reimbursement by March 31, 2011, for employees with a 2010 HFSA balance. Reimbursement forms are available on the benefits website.

Have a question?
Contact Human Resources