

**Implementation Date** 

12/01/2023

Title: Benefits Enrollment for New Hires/Transfers - INFOR

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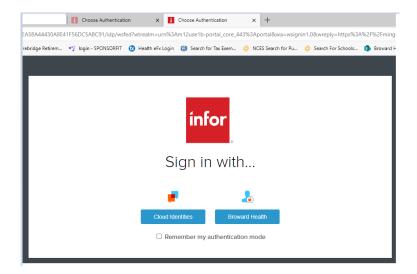
#### **Standard Operating Procedure**

#### 1. Purpose

To outline the steps for benefits enrollment for **new hires, rehires,** and **new transfers** to eligible status.

#### 2. Procedure

Visit <u>Infor Global HR (inforcloudsuite.com)</u>. You will be directed to sign in with your **Broward Health sign on name and password**. Click on <u>Broward Health</u>.



For first time logins only, you will need to click on the symbol on the top, left-hand corner of your screen, and then on the INFOR Global HR icon to access your enrollment screen.







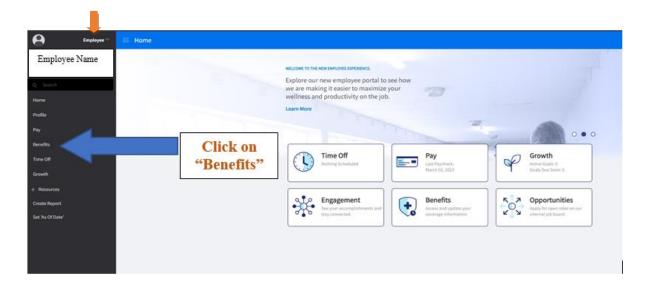
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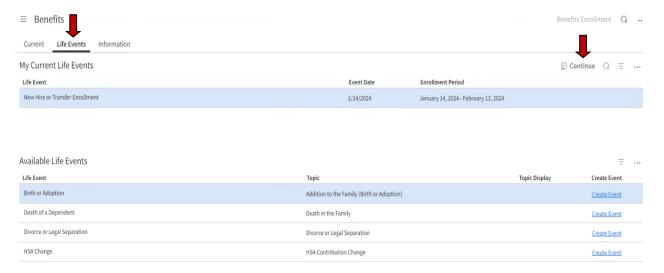
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On your "Employee" page, click on **BENEFITS** located on the **left-hand side of the black screen**.



To begin the enrollment process, click on Life Events > My Current Life Events > and then on Continue.





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## \*\*\*Please Note Regarding Enrollment of Dependents\*\*\*

Proper documentation must be provided and uploaded for any dependents enrolled in the plans. **Below are the required documents:** 

- > Spouse: Legal Marriage Certificate and Social Security card
- ➤ Child(ren): Birth Certificate and Social Security card

Please note that your benefits elections cannot be finalized until all dependent documentation is provided. All documents must be scanned as <u>one file</u> (multiple files not allowed). Should you not be able to provide required documentation for a dependent, you will need to remove that dependent from your plans.

#### As a general rule, eligible dependents include your:

- Legal Spouse (Note: Domestic partners are <u>not</u> eligible dependents)
- Children up to age 26 (up to the end of the year the dependent child turns 26)
- Dependents of current dependents (up to 18 months of age)
- Disabled child dependents of any age with supporting medical certification.

For questions regarding dependent enrollment, contact the Broward Health Corporate Benefits Dependent at 954.473.7371 or 954.473.7234.

To proceed with your benefits enrollment, under "Life Event Details", click on "Next" on the right-hand side of screen.

■ New Hire or Transfer Enrollment

ife event detail

Life event details



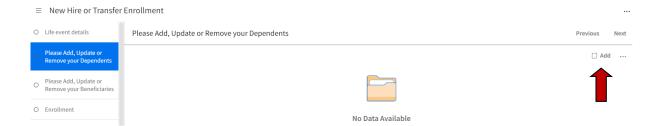
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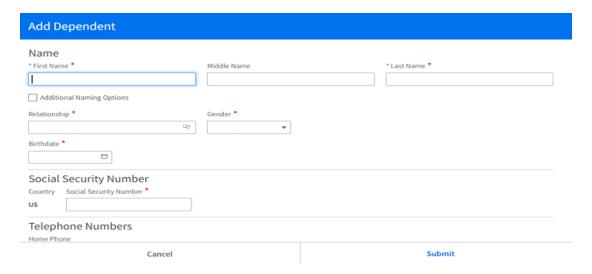
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If you are adding a dependent, click "Add". A dependent cannot be over the age of 26.



Please ensure to **Add** all dependent information to **all required fields marked with a (\*)**, click "**Submit**" and then click on "**NEXT**" on the top right-hand corner to proceed to the next part of this process.





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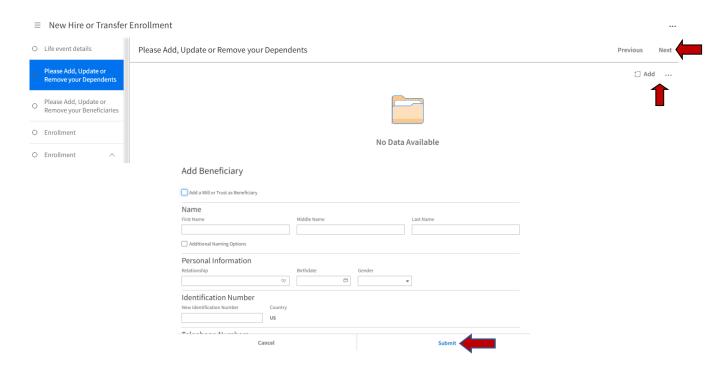
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On this page, you will be asked to add your BENEFICIARIES. You can add your current dependent(s) as beneficiaries OR you can add a different/non-dependent individual as a beneficiary.

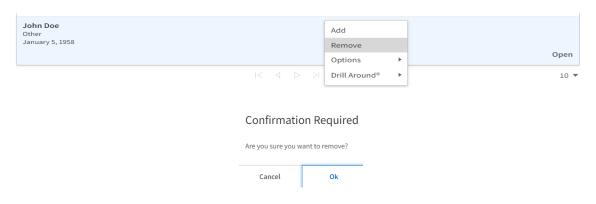
If ADDING a new Beneficiary, click "Add" and enter all information in the fields noted below.

Click "Submit" and "NEXT" when complete. \*\*NOTE\*\* When adding a beneficiary, the RELATIONSHIP,

BIRTHDAY, and GENDER must be entered before you click "Submit". Failure to do this will result in errors as you proceed with your enrollment.



If **REMOVING** any of your current dependents as beneficiaries, **right-click** on the middle/blank space of your dependent's name and click "**Remove**". You will see a confirmation window pop out to confirm each of your requests. Click "**OK**" and "**NEXT**" to proceed to the next part of this process.



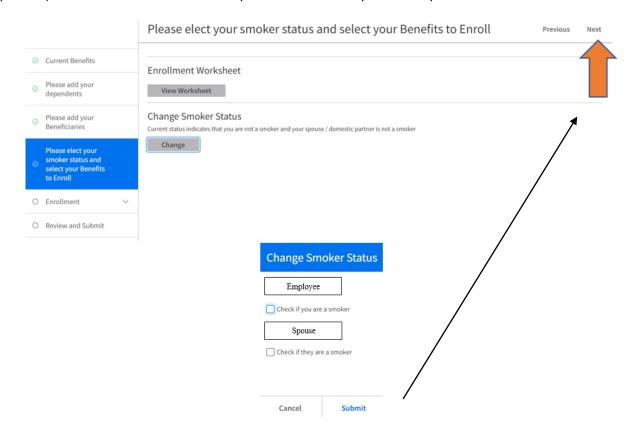


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On this page, please click "Change" to select the correct SMOKER STATUS for yourself and your spouse (if applicable). Click "Submit" and "NEXT" to proceed to the next part of this process.





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To view a list of all eligible plans and their costs, click "View Worksheet".

#### **Enrollment Worksheet**

View Worksheet

#### **Enrollment Worksheet For**

**Enrollment Date:** 

Instructions

Medical Ins			
	Plan	Options	Pre Tax
	Aetna Best Choice EPO	Employee Only	57.76
	Aetna Best Choice EPO	Employee + Spouse	139.83
	Aetna Best Choice EPO	Employee + Child(ren)	96.46
	Aetna Best Choice EPO	Family (Employee + Spouse & Children)	201.60
	Aetna Select EPO	Employee Only	87.59
	Aetna Select EPO	Employee + Spouse	204.87
	Aetna Select EPO	Employee + Child(ren)	143.36
	Aetna Select EPO	Family (Employee + Spouse & Children)	291.93
	Aetna Choice HDHP	Employee Only	8.90
	Aetna Choice HDHP	Employee + Spouse	39.23
	Aetna Choice HDHP	Employee + Child(ren)	22.08
	Aetna Choice HDHP	Family (Employee + Spouse & Children)	65.14
	Medical Waive		0.00
	HSA Waive		0.00

Click "X" on the "Enrollment\_Worksheet.pdf" tab to exit out of this section and return to the prior page.



When complete, click "Next" to proceed to the next part of this process.



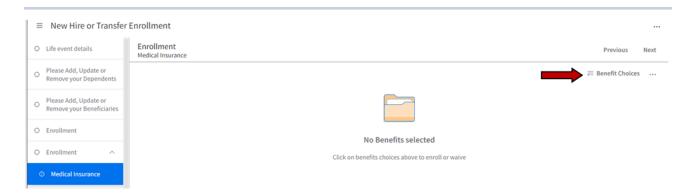
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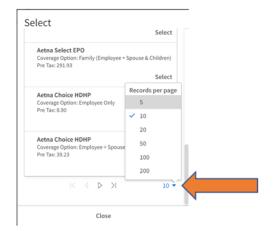
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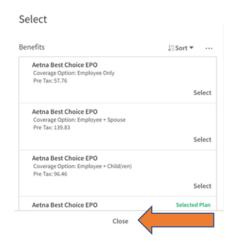
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On this page, you will begin enrollment of benefits. Click on "Benefit Choices" and begin with the election of your new medical plan and coverage type.



Should you not see a full list of medical plans, click the bottom right-hand corner of this box to EXPAND your list of choices and click on the plan desired – note below. Click "Close" to return back to the next part of the enrollment process.







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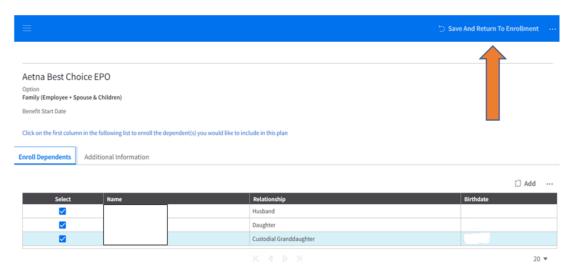
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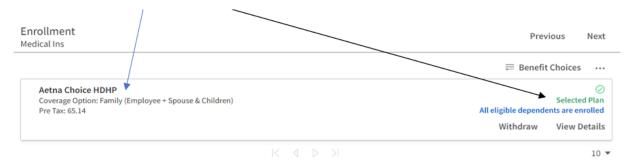
If you have dependents, click on "Enroll Dependents" and proceed with selection of dependents to be added to your plan.



Once you have selected the dependents to be added to your plan, click "Save and Return to Enrollment" to return back to the enrollment process.



#### Your selected plan will be noted in GREEN.





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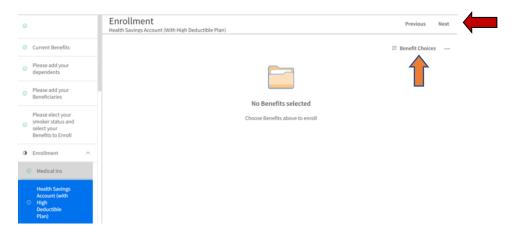
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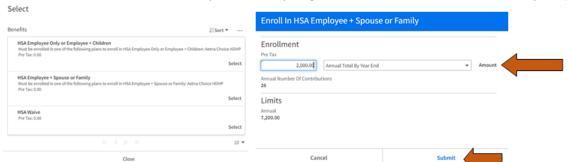
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If you enroll in the High Deductible Health Plan, you will be eligible to enroll for biweekly contributions into a Health Savings Account (H.S.A.).

Click on "Benefit Choices and proceed with selection of the type of H.S.A. plan you will like to enroll in and click "Close". This section is for election of EMPLOYEE contributions on your end. If you prefer not to contribute at this time, click H.S.A. Waive. You will still be eligible to receive any eligible "Employer" contributions from Broward Health. That contribution will be processed manually by the Corporate Benefits Department. No action will be required on your end for the Employer contributions. Please review your Employee Benefits Guide for more details regarding this benefit.



After you elect the total ANNUAL amount you want to pledge, click on "Submit" to return to the prior page.



Click "Next" to proceed to the next part of the enrollment process.





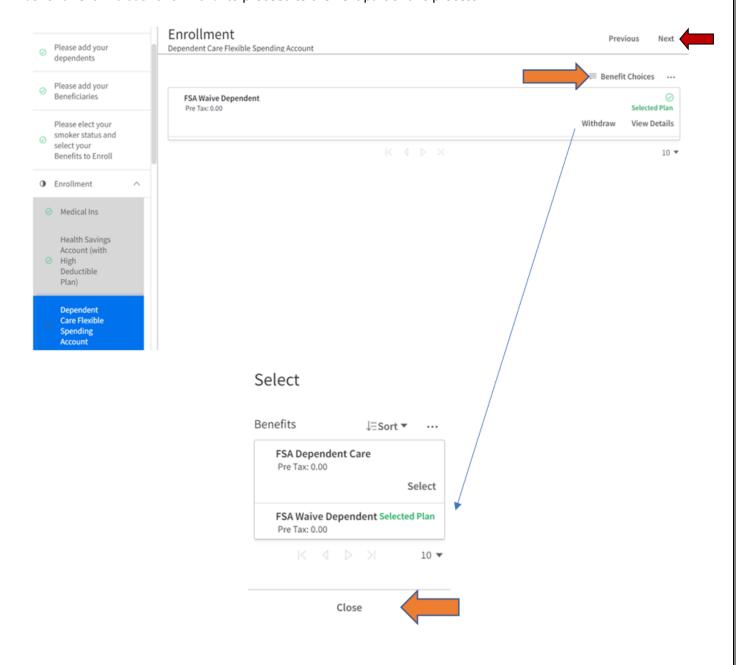
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If you are enrolled in a non-HDHP plan, you will be eligible to enroll in FLEXBILE SPENDING benefits. Click on "Benefit Choices" and proceed with selection of the type of F.S.A. plan you will like to enroll in. This section is only for election of EMPLOYEE contributions on your end. There are no Employer Contributions with this benefit. Click "Close" and "Next" to proceed to the next part of this process.





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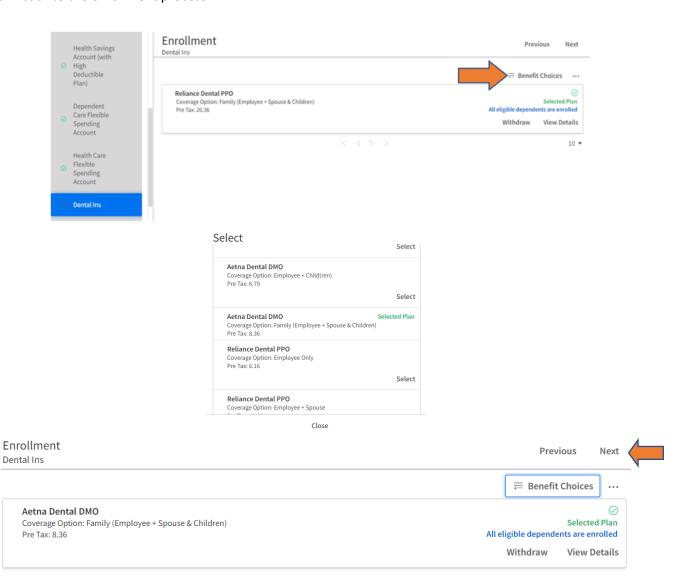
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On this page, you will begin enrollment of your **DENTAL benefits**.

Click "Benefit Choices" and elect your new DENTAL plan and coverage type. Click "Close" to elect your plan and return to previous page. Click on "Enroll Dependents" to select the dependents you want to add to your plan. Once you have selected the dependents to be added to your plan, click "Save and Return to Enrollment" to return back to the enrollment process.





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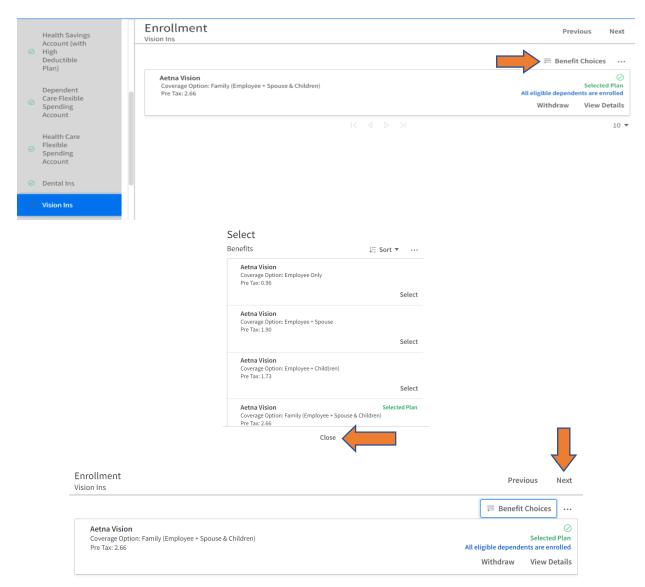
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On this page, you will begin enrollment of your VISION benefits.

Click on "Benefit Choices" and elect your VISION plan and coverage type. Click "Close" to elect your plan and return to previous page. Click on "Enroll Dependents" to select the dependents you want to add to your plan. Once you have selected the dependents to be added to your plan, click "Save and Return to Enrollment" to return back to the enrollment process.





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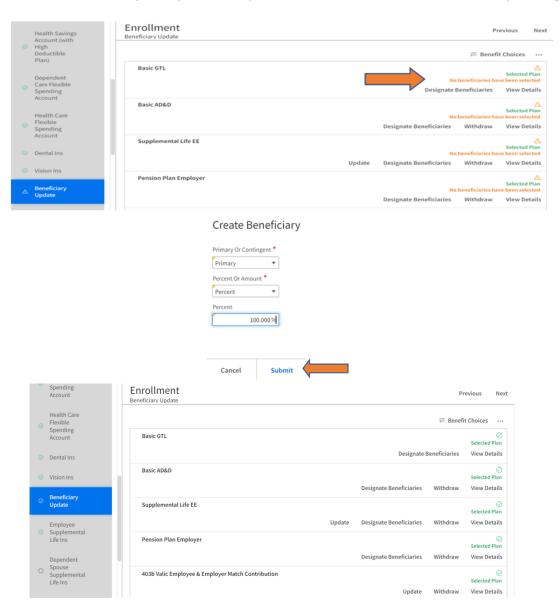
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On this page, you will finalize the **designation of your beneficiaries** and the amounts/percentages to be granted to each in the event of your death. Click on each of the benefits noted below and **select your <u>PRIMARY</u>** and <u>CONTINGENT</u> (secondary) beneficiary/ies and the amounts/percentages to be paid out.

Click "Submit" when done to proceed to the next benefit/selection.

KEEP IN MIND-\*VERY IMPORTANT\*!!: A "contingent" beneficiary(ies) is/are eligible for these benefits ONLY in the event of the death of the primary beneficiary(ies). Please be clear on how a beneficiary is designated.





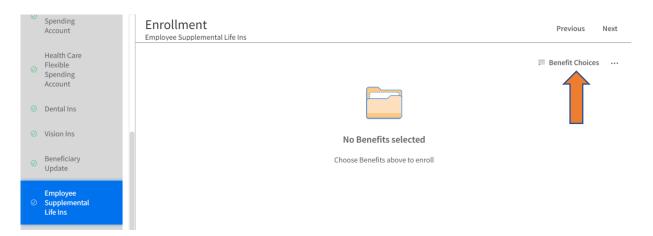
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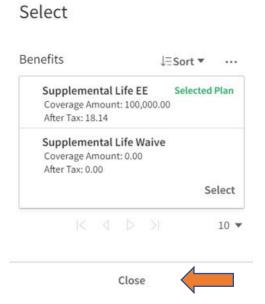
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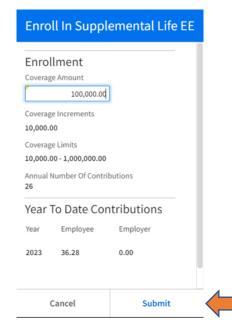
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On this page, you will be eligible to enroll for additional **EMPLOYEE SUPPLEMENTAL** life insurance benefits. This is a voluntary benefit – you are not required to enroll for this benefit.

Click on "Benefit Choices" and select your desired choice. If enrolling for benefit, enter the coverage amount and Click "Submit". Once you have selected the dependents to be added to your plan, click "Save and Return to Enrollment" to return back to the enrollment process.









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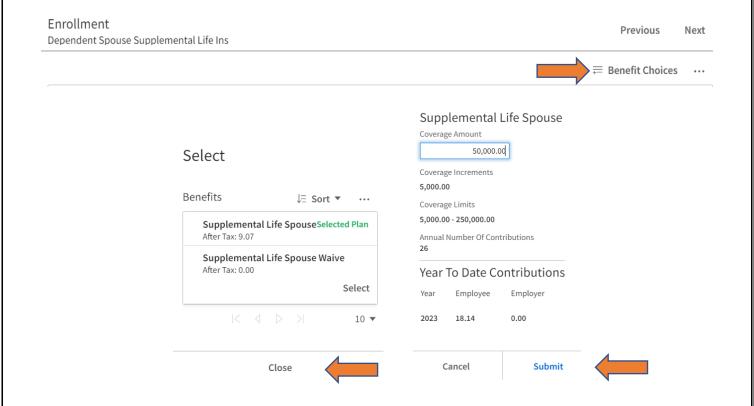
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Proceed with the election process for **SUPPLEMENTAL LIFE SPOUSE** benefits. Note: This is a **voluntary benefit** – you are not required to enroll for this benefit. Click on "Benefit Choices" and select your desired choice. If this benefit is not applicable to you, select "Supplemental Life Spouse – Waive".

If enrolling for benefit, enter the coverage amount and Click "Submit". Once you have selected the dependents to be added to your plan, click "Save and Return to Enrollment" to return back to the enrollment process.





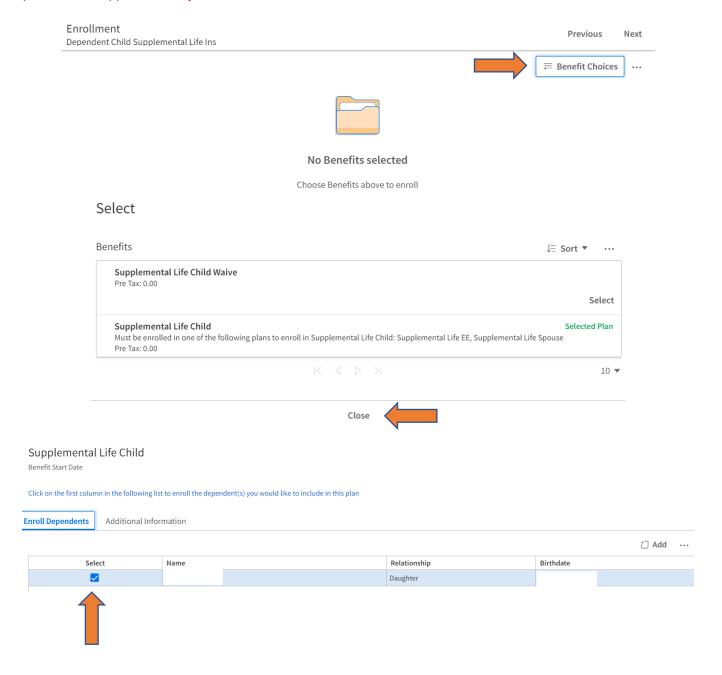
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Proceed with the election process for **SUPPLEMENTAL LIFE CHILD** benefits. Note: This is a **voluntary benefit** – you are not required to enroll for this benefit. Click on "**Benefit Choices**", select your desired choice, and click "**Close**" to return back to the enrollment process. You do not need to select an amount for this benefit – there is a maximum \$10K coverage allowed for each child and a maximum age of 26. If this benefit is not applicable to you, select "Supplemental Life Child – Waive".



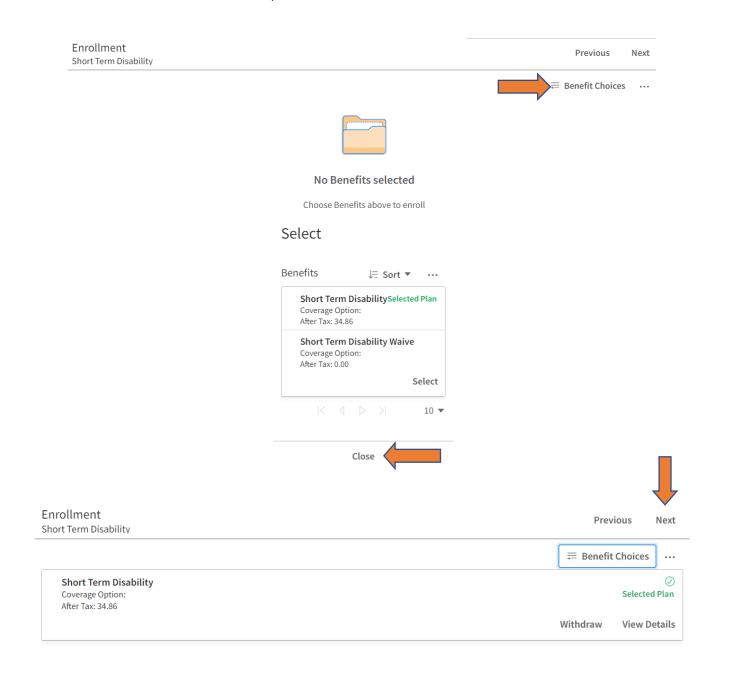


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Proceed with the election process for **SHORT TERM DISABLITY** benefits. Note: This is a **voluntary benefit** – you are not required to enroll for this benefit. Click on "**Benefit Choices**", select your desired choice and click "**Close**" to return back to the enrollment process.





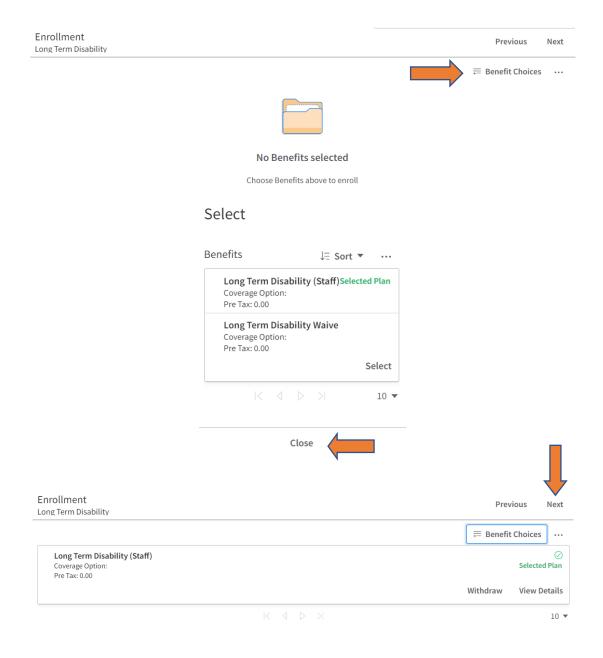
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Proceed with the election process for **LONG TERM DISABLITY** benefits. Note: This is a **voluntary benefit** – you are not required to enroll for this benefit. **Broward Health will pay** ½ **of the biweekly rate for this benefit.** 



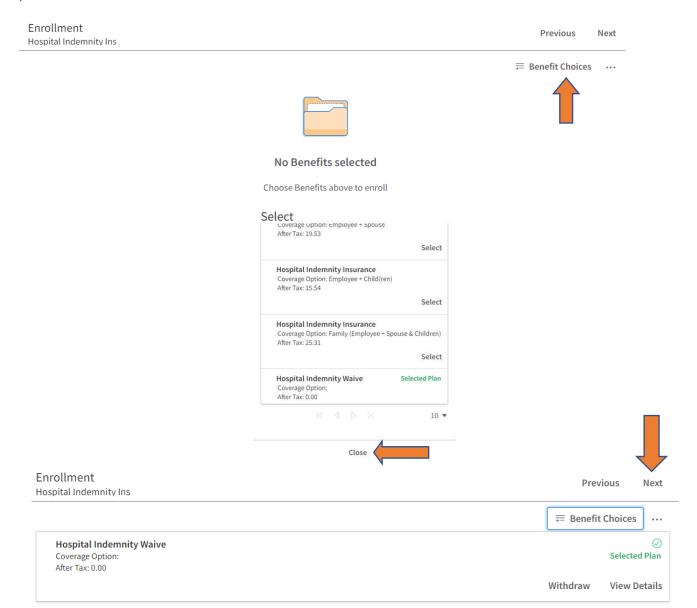


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Proceed with the election process for **HOSPITAL INDEMNITY** benefits. **Please review the Employee Benefits Guide for more information regarding this benefit.** Note: This is a **voluntary benefit** – you are not required to enroll for this benefit.





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Proceed with the election process for **CRITICAL CARE** benefits. **Please review the Employee Benefits Guide for more information regarding this benefit.** Note: This is a **voluntary benefit** – you are not required to enroll for this benefit.



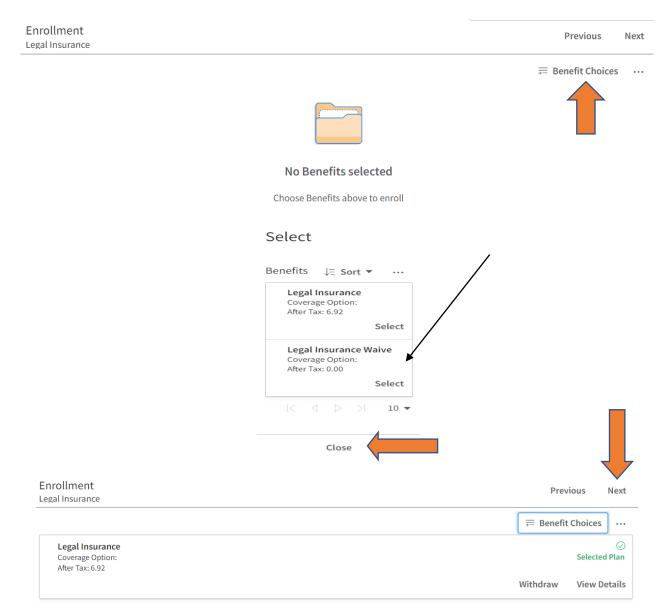


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Proceed with the election process for **LEGAL** benefits. **Please review the Employee Benefits Guide for more information regarding this benefit.** Note: This is a **voluntary benefit** – you are not required to enroll for this benefit.





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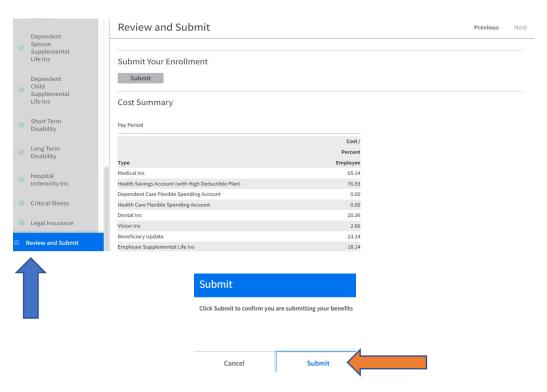
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Please proceed with reviewing all benefits selected for accuracy. Employees are responsible for ensuring that they have selected the correct benefits prior to submission. If changes are required, please click on the appropriate benefit noted on the left-hand, grey shaded area.

Once benefits are confirmed, click on "Submit" to submit your enrollment. A confirmation window will pop up to confirm your elections.



#### \*IMPORTANT NOTE\*

An ongoing issue with the INFOR system has been discovered during this part of the enrollment process. HRIS is working diligently to resolve this issue. If you are enrolling in "EMPLOYEE ONLY" coverage and receive an *error message* requesting dependent documentation to be attached, please upload a PDF document with the words "Documentation Not Applicable".

This will help bypass the error encountered.

Proceed with **submission** and the next final steps of your enrollment process.



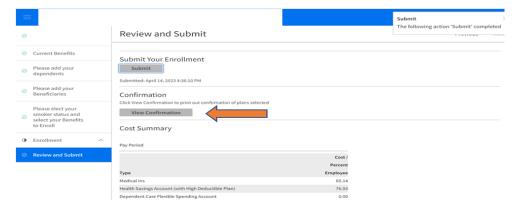
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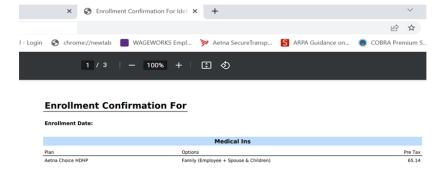
Click "View Confirmation" to view a summary of your benefit elections.



Click the download button to download a PDF copy of your benefits summary and print/save for your records.



Click "X" on tab to close out the **Enrollment Confirmation** summary.





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Click "Home" on the left-hand side of the screen. You are now done with your benefits enrollment.

Confirmation email will be sent.

