

# PeopleSoft Benefits

## Benefits Admin, eBenefits, and Life Events

PeopleSoft Benefits functionality provides comprehensive support for automated eligibility management, benefit coverage cost calculations, payroll deductions, annual enrollment, life event management, ACA compliance, employee communication, provider interfaces, and legislative reporting.

Benefits support is provided through integrated modules including Base Benefits, Benefits Administration, and Fluid eBenefits. Fluid Open Enrollment and Life Events management provides improved navigation for annual enrollments and family status changes. The Fluid employee self service dashboard delivers intuitive access to enroll or change benefit elections and for viewing confirmation statements, ACA 1095-C documentation, and other benefits communication.

Key features of PeopleSoft benefits functionality are:

- ▶ Benefits Enrollment
- ▶ Life Events
- ▶ Eligibility Rules
- ▶ ACA Compliance
- ▶ Confirmation Statement
- ▶ Leave Accruals / FMLA
- ▶ HIPAA and COBRA
- ▶ Fluid Interface

- ▶ Fluid benefits enrollment
- ▶ Fluid life events
- ▶ Fluid benefit plan details
- ▶ Fluid online confirmation statement
- ▶ Fluid election preview statement
- ▶ Flexible configuration options
- ▶ ACA 1095-C statements
- ▶ Payroll Deductions
- ▶ Retroactive Processing
- ▶ Benefit vendor integration
- ▶ Dependents and Beneficiaries
- ▶ Leave Accruals and FMLA
- ▶ Health, Life/AD&D, and FSAs
- ▶ COBRA, HIPAA, and Billing

**Benefits Open Enrollment**

Enrollment Period 2/15/2019 - 12/31/2019  
Rosanna Channing

Task: **Benefits Enrollment**

The Enrollment Overview displays which benefit options are open for edits. All of your benefit changes will be effective the date of the open enrollment event.

**Enrollment Summary**

Your Pay Period Cost: **\$88.03**      Full Cost: **\$432.03**  
 Status: Submitted      General Credits: **\$-275.00**  
 \*Excess Credit: Cash      Plan Credits: **\$69.00**

Medical

**Benefit Plans**

Category	Current Plan	New Plan	Status	Dependents	Pay Period Cost
Wellness Credit	No Coverage	No Coverage	Pending Review		\$0.00
Medical	Enhanced Medical Plan	Enhanced Medical Plan	Changed	2 Dependents	\$245.00
Dental	Enhanced Dental Plan	Enhanced Dental Plan	Pending Review	2 Dependents	\$13.88
Vision	Enhanced Vision Plan	Enhanced Vision Plan	Visited	2 Dependents	
Life	Basic Life Plan	Basic Life Plan \$50,000	Changed	2 Beneficiaries	
Supplemental Life	Suppl Group Life 3x	Suppl Group Life 3x \$270,000	Visited	1 Beneficiaries	

# Implementation Methodology

Our PeopleSoft Benefits implementation approach includes requirements design (Fit Gap), configuration, data conversion, interface development, acceptance testing, open enrollment preparation, and compliance reporting. The effort and duration of your project is defined by the overall functional scope and complexity of benefit plan rules being administered.

During the Fit Gap analysis, our consultants will build a detailed implementation roadmap using proven configuration templates and analysis tools to ensure data integrity and plan design compliance. Rules for each functional component – e.g. benefit plan eligibility, payroll deductions, leave accruals, Fluid open enrollment and life event will be defined and tested with custom team members. Formal configuration documentation is provided to confirm the design of benefit programs, plan options and coverages, pricing, statement and self service content.

- ▶ Project Planning
- ▶ Product Demos
- ▶ Fit Gap
- ▶ Functional Design
- ▶ Configuration
- ▶ Integration
- ▶ User Acceptance
- ▶ Production Readiness

## About WorkStrategy

WorkStrategy HCM technology specialists provide strategic planning, project management, process improvement, and talent management services for Oracle PeopleSoft and HCM Cloud applications. Our consultants are regarded as leaders in the HR management field and possess a unique reputation for exceeding customer expectations.

**Get There.** With WorkStrategy HR Technology Solutions.