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EMPLOYEE SERVICES

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Why am I listed as a smoker in Employee Information? ^[1]

The smoker information is coming from a checkbox in the HRMS. The smoker checkbox is used by one of the payroll processes to determine which rate to use when calculating the deduction amount for an employee's optional life insurance.

The data is not sent anywhere or used for any other purpose. The default value for the field is "yes." The only time the value is changed is if an employee chooses to enroll in optional life insurance during his/her initial enrollment period, or during open enrollment. If during either enrollment period the employee indicates that he or she is a non-tobacco user, the smoker value is changed to "no."

Employees who do not enroll in optional life insurance or are not eligible to participate in the plan will have a value of "yes" in the smoker field.

We are looking into changing the way optional life is handled and calculated in the system. The change will allow us to update that value since it will not be used for payroll purposes. However, we are not ready to make that change yet.

Source URL: <https://www.cu.edu/employee-services/faq/why-am-i-listed-smoker-employee-information?page=2>

Links:

[1] <https://www.cu.edu/employee-services/faq/why-am-i-listed-smoker-employee-information>