University Benefits Office

Open Enrollment

October 2020
Open Enrollment

→ New benefit elections effective Jan. 1, 2021

Open Enrollment begins:
Oct. 22
and closes at 5:00pm on:
Nov. 13
2021 Changes

- UIChoice and UISelect rates increasing 5%
- UI Choice premium cost for employee & double spouse family
  - Increasing from 5% of total premium to 10% of total premium
  - All other family statuses continue to pay 20% total premium
- Health Care FSA contribution max increases to $2,750
Status Quo

→ No plan design changes to UIChoice/UISelect
→ No change to dental premiums or plan design
→ Employees must re-enroll in a flexible spending account; election does not rollover each year
  • Only leftover benefit credits are automatically deposited into a healthcare spending account
→ Encourage employees to do review their enrollment
  • Life insurance premiums change at age 40, 50, 60
→ Dependent Eligibility Verification
  • Employees adding dependents to insurance during open enrollment will be required to verify their dependent’s eligibility
Compare UIChoice and UISelect

→ UISelect
  • Lower premium cost, higher out-of-pocket costs
  • $0 premium rate for Employee Only and Double Spouse Family
  • May be good for those that get care only in the state of Iowa; emergencies are covered out-of-state
  • Traditional Deductible plan
  • Blue RX Value Plus formulary
  • Level 3 providers not covered (Exceptions: Guest Membership, Emergencies, Services not Available in Iowa)

→ UIChoice
  • Higher premium cost, lower out-of-pocket costs
  • 10% premium cost share for Employee Only and Double Spouse Family
  • Can receive care nationwide
  • Blue RX Complete formulary
# 2021 Health Insurance Premiums

<table>
<thead>
<tr>
<th>UISELECT</th>
<th>Monthly Premiums</th>
<th>UICHOICE</th>
<th>Monthly Premiums</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$0</td>
<td>Employee Only</td>
<td>$72</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$285</td>
<td>Employee + Spouse</td>
<td>$342</td>
</tr>
<tr>
<td>Employee + Children</td>
<td>$233</td>
<td>Employee + Children</td>
<td>$279</td>
</tr>
<tr>
<td>Employee + Family</td>
<td>$306</td>
<td>Employee + Family</td>
<td>$367</td>
</tr>
<tr>
<td>Double Spouse Family</td>
<td>$0</td>
<td>Double Spouse Family</td>
<td>$183</td>
</tr>
</tbody>
</table>

$90/month general benefit credit is still available to regular benefits eligible employees.
Virtual Open Enrollment Resources

→ 2021 Open Enrollment video highlighting what you need to know before making your elections.

→ Interactive 2021 Benefits Enrollment guide - includes more details of items discussed in video.

→ If need enrollment assistance, view short "How-To-Enroll" video

→ Real Life Scenarios document comparing 2 health plans + COVID FAQs

→ Zoom Question & Answer sessions: 45-minute sessions with a Benefits Specialists
  • Employees use chat function to ask open enrollment related questions
  • No need to register
Questions

- Email: benefits@uiowa.edu
- Call: (319) 335-2676
- Website: https://hr.uiowa.edu/benefits/open-enroll-2021