

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

UISELECT 	Monthly Premiums
Employee Only	\$0
Employee + Spouse	\$285
Employee + Children	\$233
Employee + Family	\$306
Double Spouse Family	\$0

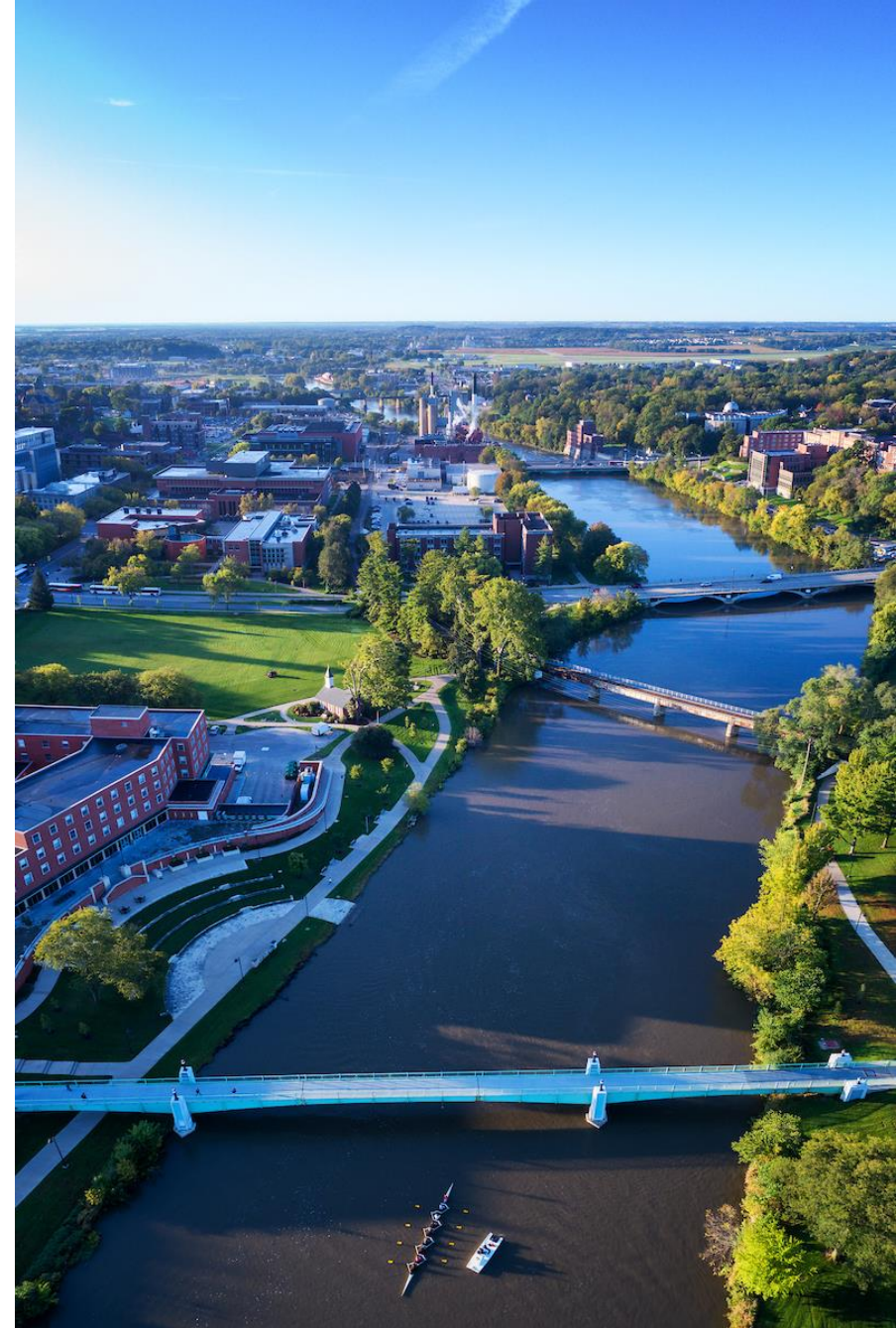
UICHOICE 	Monthly Premiums
Employee Only	\$72
Employee + Spouse	\$342
Employee + Children	\$279
Employee + Family	\$367
Double Spouse Family	\$183



**\$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>

IOWA