

University Benefits Office

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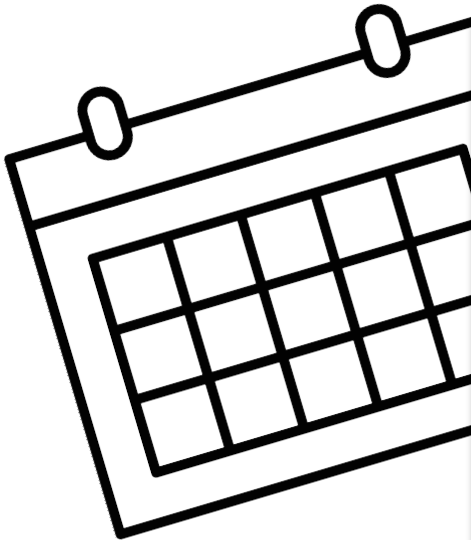
# Open Enrollment

November 2021

# Benefits Open Enrollment

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- Annual opportunity to make benefits changes
- New benefit elections effective Jan. 1, 2022



**Open Enrollment begins:**

**November 1**

and closes at 5:00pm on:



**November 15**


# 2022 Premiums and Plan Designs

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- UIChoice and UISelect health plan rates are increasing
  - No plan design changes to either health plan
  
- No premium rate changes to dental plan
  - No plan design changes to dental plan
  
- No change to premium rates or plan designs for group life, voluntary life, AD&D, disability

# 2022 Health Insurance Premiums

<b>UISELECT</b> 	<b>Monthly Premiums</b>	<b>UICHOICE</b> 	<b>Monthly Premiums</b>
Employee Only	\$0	Employee Only	\$77
Employee + Spouse	\$294	Employee + Spouse	\$367
Employee + Children	\$239	Employee + Children	\$299
Employee + Family	\$314	Employee + Family	\$393
Double Spouse Family	\$0	Double Spouse Family	\$196



**\$90/month  
general benefit  
credit is still  
available to  
regular benefits  
eligible  
employees.**

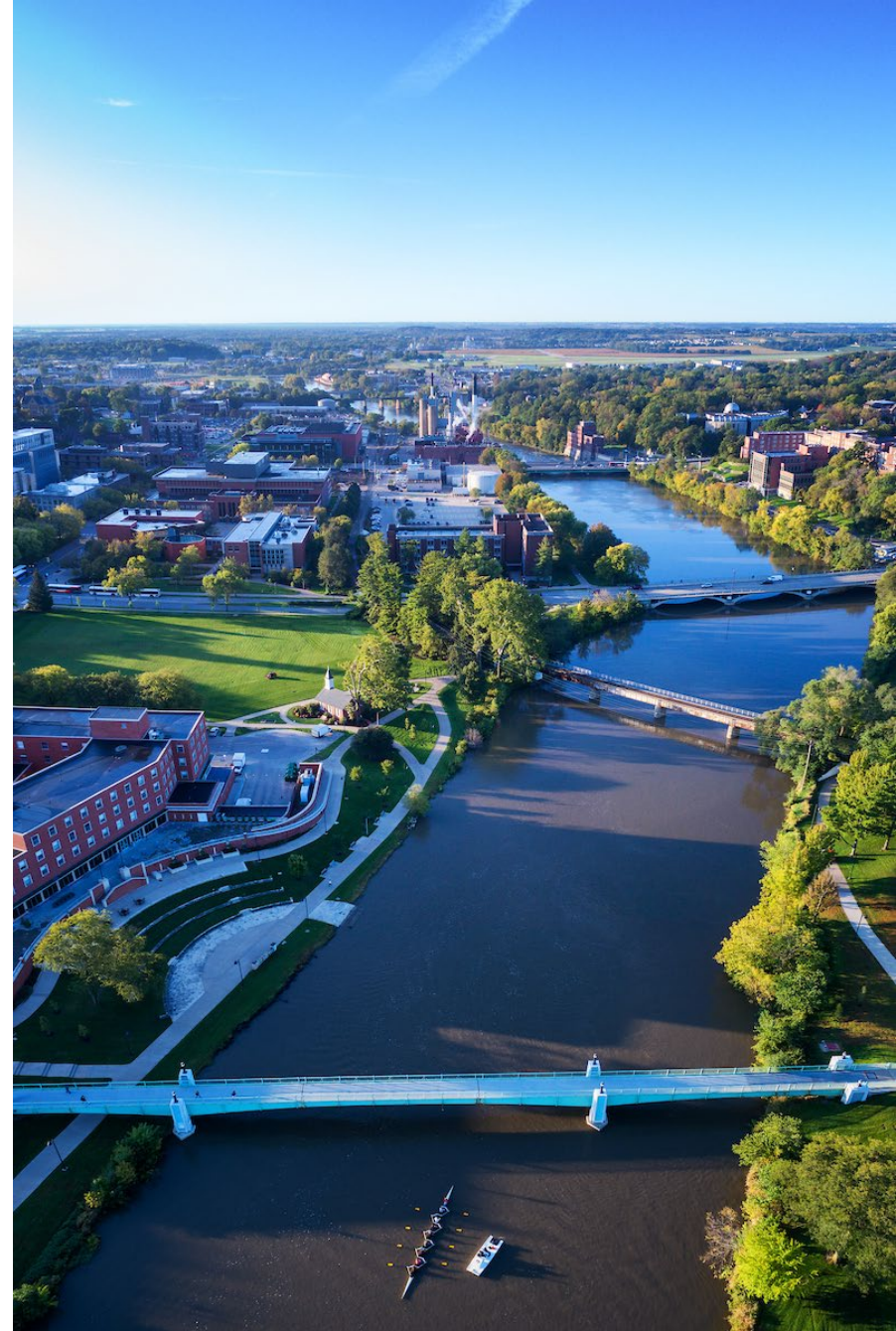
# Status Quo

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- No change to premium rates for dental, life, AD&D, disability
- No plan design changes for health, dental, life, AD&D, disability
- No change to Health and Dependent Care FSA limits
  - 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 review their enrollment
  - Voluntary life insurance premium rates 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

# Open Enrollment Resources

- **Open Enrollment video:** what you need to know before making elections
- **Step-by-step "How-To-Enroll" video**
- **Interactive enrollment guide:** more details of benefits. New Spanish version for 2022!
- **Real Life Scenarios:** comparing 2 plans
- **COVID FAQs:** plan coverage
- **UIChoice and UISelect comparison**
- **NEW: You Ask, We Answer feature:** link on the open enrollment website for you to ask a question



# Additional Information to Know

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## → Confirmation Statements in Employee Self Service (ESS)

- Review your benefits confirmation statement; request corrections in ESS
- Employees who do nothing
  - All 2021 coverages will rollover to 2022, except FSA
  - Confirmation statement will be provided

## → Year-end benefits reminders

- Mass email to all faculty and staff in early December
- New insurance plan members will receive ID cards by Jan 1st
- Voluntary vision insurance open enrollment will begin on Jan 1, 2022 and end on Feb 28, 2022
  - Watch for email announcement from University Benefits
  - Eyemed and Avevis – two vision plans offered
  - Employees must enroll or make changes at the Two Rivers Insurance website

# Faculty and Staff Questions

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→ Email: [benefits@uiowa.edu](mailto:benefits@uiowa.edu)

→ Call: (319) 335-2676

→ Website: <https://hr.uiowa.edu/benefits/open-enroll-2022>



**IOWA**