Benefits Open Enrollment

- 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

→ 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

<table>
<thead>
<tr>
<th>UISELECT</th>
<th>Monthly Premiums</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$0</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$294</td>
</tr>
<tr>
<td>Employee + Children</td>
<td>$239</td>
</tr>
<tr>
<td>Employee + Family</td>
<td>$314</td>
</tr>
<tr>
<td>Double Spouse Family</td>
<td>$0</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UICHOICE</th>
<th>Monthly Premiums</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Only</td>
<td>$77</td>
</tr>
<tr>
<td>Employee + Spouse</td>
<td>$367</td>
</tr>
<tr>
<td>Employee + Children</td>
<td>$299</td>
</tr>
<tr>
<td>Employee + Family</td>
<td>$393</td>
</tr>
<tr>
<td>Double Spouse Family</td>
<td>$196</td>
</tr>
</tbody>
</table>

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

→ 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

→ 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

→ Email: benefits@uiowa.edu

→ Call: (319) 335-2676

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