

Benefits Open Enrollment

For Plan Year 2022

October 4 – 15, 2021

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Open Enrollment Topics We Will Cover

Open Enrollment Overview

Premiums

Changes

Maximizing Wellness

Resources

Reminders and Dates

Open Enrollment Changes

A woman with red hair is smiling in the foreground. In the background, there is a building with a dome and columns, surrounded by trees with yellow autumn leaves. A blue and yellow diagonal striped pattern is visible on the right side of the image.

Open Enrollment is October 4 - 15, 2021, and is the time to change your UVA health, dental and vision plan options.

UVA Total Rewards

Empower your career, meet your health and savings needs, and improve your personal well-being.



PURPOSE

Diverse & inclusive community across Grounds and Charlottesville

Discoveries that advance disciplines

Serve and connect with community



WELL-BEING

Programs to keep you healthy:

- Hoos Well
- FEAP
- Employee Community Resources Services



CAREER

Coaching and Mentorship

Clear understanding of career paths

Education Benefits



COMPENSATION

Commitment to market competitive pay

Rewards

Incentives to help drive individual & institutional goals



BENEFITS

Insurance

Retirement

Income protection

Work-life benefits

HUMAN RESOURCES



2022 Premiums

UVA will not raise the premiums for health, dental, or vision plans for full-time employees.

However, you will still need to re-elect your FSA or HSA if you want them to continue in 2022.



Part-Time Premiums

Starting on January 1, 2022, part-time employees will receive the same employer contribution to their premium as full-time employees.

There will be one premium rate for all benefits-eligible employees within each employee category.

Visit the Open Enrollment website for details:

hr.virginia.edu/oe2022

2022 Monthly Health Plan Premiums

UVA Health Plan	Basic	Value	Choice
Employee	\$20.00 (no change)	\$87.50 (no change)	\$183.00 (no change)
EE+Child(ren)	\$25.25 (no change)	\$140.25 (no change)	\$370.25 (no change)
EE+Spouse	\$33.25 (no change)	\$176.25 (no change)	\$477.00 (no change)
Family	\$63.00 (no change)	\$282.25 (no change)	\$706.00 (no change)

For the 2022 plan year, there are no changes to premiums, coinsurance, copays, or deductibles for the Basic, Value, and Choice Health options for full-time employees. Rates for part-time employees are now the same as full-time rates.

Rates above do not reflect wellness rewards earned.

Rates for COBRA, wage, postdoctoral fellows, J Visa and Housestaff differ from above; you can see your rates online at hr.virginia.edu/oe2022.

2022 Monthly Dental & Vision Premiums

UVA Dental Plan	Basic	Enhanced
Employee	\$1.00 (no change)	\$10.50 (no change)
EE+Child(ren)	\$2.00 (no change)	\$24.75 (no change)
EE+Spouse	\$4.00 (no change)	\$29.00 (no change)
Family	\$7.25 (no change)	\$49.75 (no change)

Davis Vision Plan	Rate
Employee	\$8.32 (no change)
EE+Child(ren)	\$14.56 (no change)
EE+Spouse	\$14.98 (no change)
Family	\$23.30 (no change)

2022 active employee dental and vision premiums remain the same. Rates for part-time employees are now the same as full-time rates.

Rates for COBRA, wage, postdoctoral fellows, and Housestaff differ from above; you can see your rates online on the [Open Enrollment Dental](#) webpage and [Open Enrollment Vision](#) webpage.

2022 Health Plan Design Changes

Basic Health 2021

Out-of-Pocket Maximums

In-Network \$4,000/\$8,000
Out-of-Network \$8,000/\$16,000



Basic Health 2022

Out of pocket Maximums

In-Network \$5,500/\$11,000
Out-of-Network \$11,000/\$22,000

Value Health 2021

Out of Network Deductible
\$1,600/\$3,200



Value Health 2022

Out of Network Deductible
\$2,400/\$4,800

Spouse Benefit

New Remote Work Eligibility

Spouses whose remote employer offers affordable health care that provides minimum value, but none of their health options has in-network coverage at the spouse's residence, are eligible to be a dependent on the UVA employee's health coverage.



Benefit Design Update

New Hearing Benefit

One hearing exam per year performed by an audiologist will be covered as a cost-share benefit (like physical therapy benefit).

Medically necessary hearing aids will be covered for participants on the UVA Health Plan, up to \$1,200 every 48 months.

Enhanced Infertility Benefit

The definition of infertility will be removed from Aetna's Infertility Clinical Policy Bulletin.

This will make the infertility benefit more widely available to health plan participants. The revised Clinical Policy Bulletin is available on the Open Enrollment website.

Visit the Open Enrollment website for details: hr.virginia.edu/oe2022

Changes Outside the Health Plan



Short-Term Disability for MCRP Participants

Starting 1/1/2022 the MCRP Short-Term Disability (STD) weekly benefit cap will increase from \$1,100 to \$15,000 (the same as the ORP cap). The STD benefit remains the same at 60%.



Consider Your Future



Saving for retirement

Is one of the greatest
gifts you can give yourself

Defer up to \$19,500 annually
for retirement in a 403(b)
and/or COV 457. 2021 limits

If you are 50+ you may save an
additional \$6,500. 2021 limits

Pre-tax and/or Roth after-tax
contributions available

Cash match provided; amount determined by mandatory retirement enrollment.



What Else is Different

Benefits & Well-Being Expo

There is no Expo this year due to health safety concerns.
Plan on attending the virtual benefits presentations and live-streamed webinars

Workday

New tile functionality
Easier navigation

UVA J Visa Health Plan



What's New:

The UVA J1 Visa Health Plan will now be called the UVA J Visa Health Plan.

No premium increases from 2021 to 2022 for those previously enrolled in the UVA J1 Visa Health Plan.

Employees with part-time status will pay the full-time premiums.

Visit the Open Enrollment website for details: hr.virginia.edu/oe2022

UVA J Visa Health Plan

New Services

One routine hearing exam/24 months

One hearing aid/ear, to a \$1,000 max per ear, every 3 years

Base infertility services

Visit the Open Enrollment website for details:

hr.virginia.edu/oe2022

Other Changes

Aetna's Institutes of Excellence network must be used for transplant services

No out-of-network benefits covered except Emergency Room services that are emergencies

Routine eye exams are not covered

Specialty drugs must be filled @ UVA Specialty Pharmacy unless a limited distribution drug

Maximizing Well-Being



Well-Being

New for 2022

Addition of Live Health Coaching to help you transform your goals into actions

Earn as much as \$500 in taxable rewards– now deposited to your paycheck!

New social well-being initiatives and activities

Important Dates

November 30, 2021: Deadline to redeem 2021 rewards



Workday Updates



Workday Open Enrollment

Home


Open Enrollment


Projected Total Cost (Biweekly (Benefits))
\$89.79


Tiles


Notice each section is a separate tile


Health Care and Accounts


**Medical**
Aetna POS - Value Health
Cost (Biweekly (Benefits)) \$70.13
Coverage Employee + Child(ren)
Dependents 3
[Manage](#)

**Dental**
United Concordia DPO - Enhanced
Cost (Biweekly (Benefits)) \$12.38
Coverage Employee + Child(ren)
Dependents 3
[Manage](#)

**Vision**
Davis Vision VIS
Cost (Biweekly (Benefits)) \$7.28
Coverage Employee + Child(ren)
Dependents 3
[Manage](#)

**Health Savings Account**
Waived
[Enroll](#)

**Health Care FSA**
Waived
[Enroll](#)

**Dependent Care FSA**
Waived
[Enroll](#)

Detailed instructions, including a Job Aid and a walkthrough video, are on the [Open Enrollment](#) website.

Resources and Reminders

The background is a solid orange color. In the top right corner, there is a stylized sunburst graphic consisting of a central circle with many thin, radiating lines. In the bottom left corner, there are several thick, wavy, parallel lines in a slightly lighter shade of orange, creating a sense of movement or waves.

We heard you!

Based on what you told us in the **Open Enrollment 2021** survey, we made the following changes:

Website

New language options – Google Translate on every page, Summary Plan Description in Spanish

Key takeaways on every page

Picwell and ALEX have new functional enhancements

Workday

New tile functionality in Workday – easier navigation

Communications

Fewer emails, posters in Spanish and English across Grounds

2021 Elections for FSA and HSA Will NOT Carry Over to 2022

You must re-elect the Flexible Spending Account (FSA) and Health Savings Account (HSA) programs for 2022 during Open Enrollment. Visit the website for 2022 contribution limits: hr.virginia.edu/oe2022.

HSA

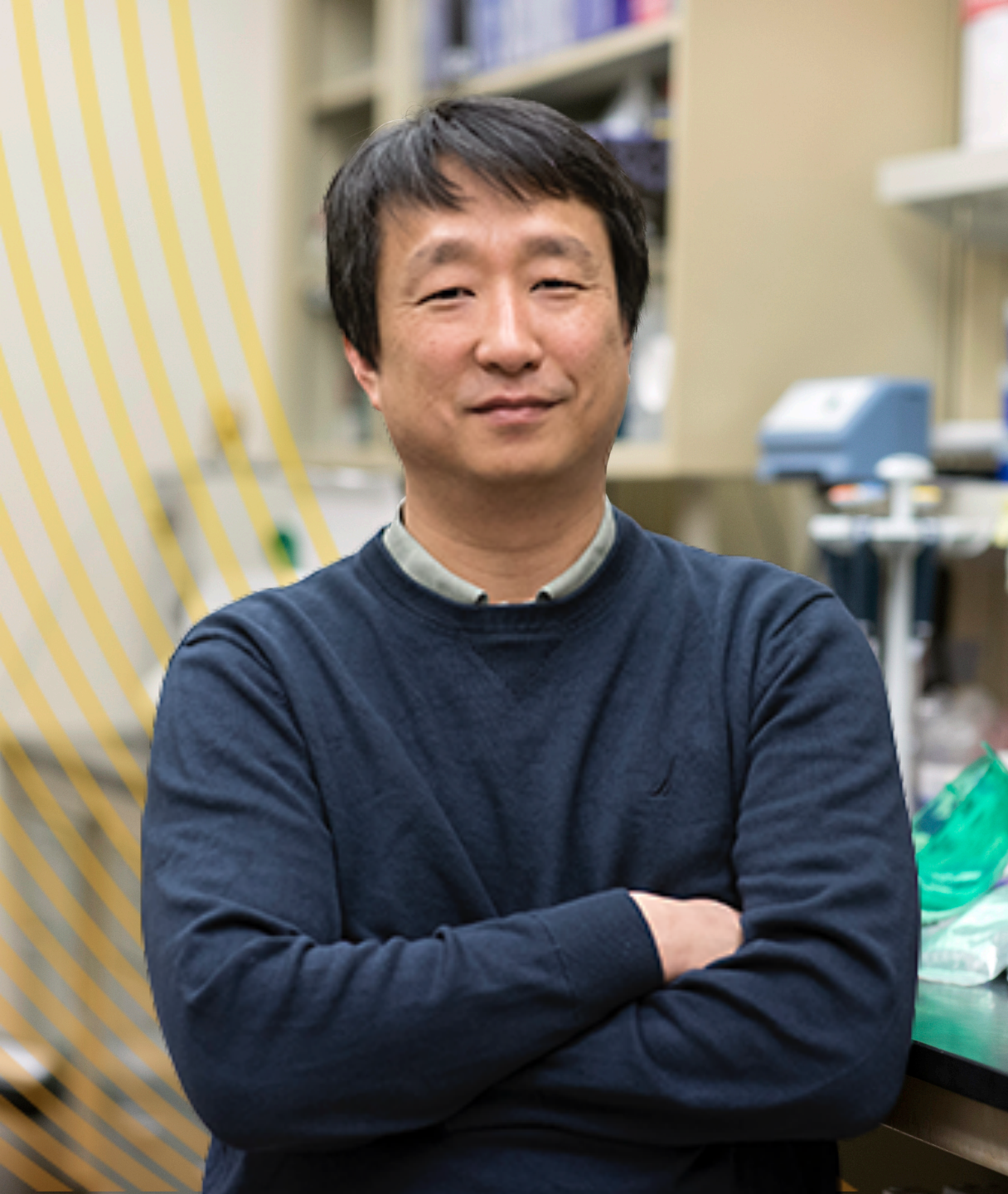
If you don't re-elect:

- You will receive the employer contribution
- You will have \$0.00 employee contribution; however, you can add your employee contribution at any time in Workday

FSA

If you don't re-elect:

- Your benefit is waived and will not carry over to 2022
- You cannot re-elect your FSA in 2022



HSA Program

Maximum Employee Contribution Amount Increasing:

- Individual: \$3,650
- Family: \$7,300
- Catch-up (age 55+): \$1,000 (same)

Employer Seed Fund Remains the Same:

- Individual: \$1,000
- Family: \$1,500

*The maximum contribution limit includes employee and employer contributions

New to Basic Health?

Complete the HSA Affidavit;
look for task in Workday inbox.

If you currently have a **Full Health Care FSA**, you must deplete 100% of any remaining funds in your account before December 31.

Watch for an email from our vendor, Chard Snyder, with action steps to open your HSA account.



Action Items

Actions to take BEFORE Open Enrollment:

- ✓ Note key dates on your calendar
 - ✓ Review benefits usage in 2021; anticipate additional needs for 2022
 - ✓ Plan for use-or-lose benefits early with your Dependent Daycare Account and FSA
 - ✓ Review materials on the website early so you have plenty of time for research, questions
 - ✓ Review Workday Job Aids and walkthrough video for benefits changes or enrollment
 - ✓ Review and update your home address, phone numbers, dependents' SSNs in Workday
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Actions to take DURING Open Enrollment:

- ✓ Attend the benefits presentations, webinars, and Town Hall
 - ✓ Modify medical, dental, vision benefits, if desired; elect/waive HSA and FSA in Workday
 - ✓ Add or drop dependents, if applicable; confirm or change beneficiaries for life insurance
 - ✓ Print benefits elections once submitted, or save as PDF
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Important Dates

Benefits Open Enrollment: October 4 – 15, 2021

Benefits Webinars and Presentations:

- September 15-30 - financial and well-being webinars
- September 15, 20, 23, 27, 30 – benefits presentations
- Virtual Town Hall October 5th 12pm
- Further information available on the [Presentations](#) webpage

Open Enrollment changes take effect on January 1, 2022

An aerial photograph of the University of Virginia campus during a dramatic sunset. The sun is low on the horizon, casting a warm, golden glow over the entire scene. The sky is filled with dark, heavy clouds that are illuminated from below, creating a striking contrast. The campus itself is a mix of red-brick buildings with white columns and roofs, interspersed with lush green trees. In the foreground, a large, circular building with a prominent dome and classical columns stands out. The background shows rolling hills under the twilight sky. The overall mood is peaceful yet powerful, capturing a beautiful moment in time.

Thank you!