Benefits Open Enrollment 2020
October 7 - 18, 2019
CONTENTS

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OVERVIEW

When you choose your benefits each year, you’re making a major investment in your physical and financial wellbeing.
Open Enrollment 2020

Open Enrollment is a time for eligible employees to research and select their benefit options for the coming year.

Changes are made in Workday between **October 7 – 18**.

There is no Confirmation Period this year, so it's important to make any benefits changes by October 18.

Open Enrollment is conducted in Workday for the first time.
UVA Total Rewards

Open Enrollment is part of your Total Rewards package. Total Rewards is the integration of the following programs for our employees:

- **Compensation** (competitive pay, pay practices, etc.)
- **Benefits** (medical, dental, vision, Rx, life insurance, time off)
- **Well-Being** (physical, emotional, financial support of employees through Hoos Well)
- **Retirement** (qualified retirement programs with competitive match)
We hear you. How can we help?

You told us during the recent benefits preferences survey that you’d like more personalized support to understand and choose benefits. We heard you!

We’re bringing on additional HR employees to respond in a timely manner to your phone call, online chat, or email inquiry **starting in mid-September**, and you’ll see more group presentations and meetings in your work areas.

We’re also providing more ways for you to receive Open Enrollment communications this year, and we started earlier so you have more time to consider your benefits options.
Knowing what you need from your coverage will help you make the best choices for you and your family’s health and wellness, both now and in the future!
Enrollee Toolkit
• Website
• Picwell
• Ask Alex 2020
• Videos
• Presentations
• Benefits Expos
• Podcasts
• Home Mailers

More Resources
• 15+ In-person group sessions
• Additional HR employees to serve you
• Workday Job Aids/LMS

Open Enrollment Website
• Central repository for announcements, schedules, resources
• Resources include presentation dates, podcasts, videos
• Will be updated daily with new information
• hr.virginia.edu/oe
Workday Open Enrollment

- You can access Open Enrollment from either your Workday home page or inbox.
- Workday’s Learning Management System (Learning app) will also have an Open Enrollment event with how-to instructions and links to the website.
Workday Open Enrollment

View Summary

You are almost finished with the elections process!

- Please review your elected and waived benefits for accuracy
- Respond to any error messages that may appear below
- Attach any required documentation in the Attachments section
- Read the information in the Electronic Signature section, including any links
- Use the Go Back button to make any changes necessary
- Use the Save for Later button to save your options in the inbox to revisit at a later time
- If all elections look correct, click the I Agree checkbox and Submit

Your Elections will not be completed until you click SUBMIT.

<table>
<thead>
<tr>
<th>Selected Benefits</th>
<th>10 Items</th>
<th>Coverage Begin Date</th>
<th>Deduction Begin Date</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical</td>
<td></td>
<td>02/01/2017</td>
<td>02/01/2017</td>
<td>Family</td>
</tr>
<tr>
<td>Aetna POS - Value Health</td>
<td></td>
<td>02/01/2017</td>
<td>02/01/2017</td>
<td>Family</td>
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<td>Dental</td>
<td></td>
<td>02/01/2017</td>
<td>02/01/2017</td>
<td>Family</td>
</tr>
<tr>
<td>United Concordia DPO - Enhanced</td>
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<td>02/01/2017</td>
<td>02/01/2017</td>
<td>Family</td>
</tr>
<tr>
<td>Vision</td>
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<td>02/01/2017</td>
<td>02/01/2017</td>
<td>Family</td>
</tr>
<tr>
<td>Delta Vision VG</td>
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<td>02/01/2017</td>
<td>02/01/2017</td>
<td>Family</td>
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<tr>
<td>Health Care PSA</td>
<td></td>
<td>02/01/2017</td>
<td>02/01/2017</td>
<td>$2,500.00 Annual</td>
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<td>Cardinal Snyder</td>
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<td>02/01/2017</td>
<td>02/01/2017</td>
<td>1 X Salary</td>
</tr>
<tr>
<td>Basic Life</td>
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<td>07/09/2016</td>
<td>07/09/2016</td>
<td>1 X Salary</td>
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<tr>
<td>The Standard - Life AD&amp;D - GRP MED (Employee)</td>
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<td>3 X Salary</td>
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<tr>
<td>Supplemental Life</td>
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<td>07/09/2016</td>
<td>07/09/2016</td>
<td>3 X Salary</td>
</tr>
<tr>
<td>The Standard - Life AD&amp;D - GRP - MED (Employee)</td>
<td>01/01/2020</td>
<td>01/01/2020</td>
<td>$100,000</td>
<td></td>
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<tr>
<td>Spouse Life</td>
<td></td>
<td>01/01/2020</td>
<td>01/01/2020</td>
<td>$100,000</td>
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<tr>
<td>The Standard - ORP - MED (1,Spouse)</td>
<td>02/01/2017</td>
<td>02/01/2017</td>
<td>$10,000</td>
<td></td>
</tr>
<tr>
<td>Child Life</td>
<td></td>
<td>02/01/2017</td>
<td>02/01/2017</td>
<td>$10,000</td>
</tr>
</tbody>
</table>

Submit  Save for Later  Cancel
Benefits Comparisons and Videos

• **Ask ALEX**, the virtual benefits counselor, can help you research benefits options

• **Picwell**, a new interactive tool, allows your input of preferences to determine best-fitting benefits options

• **2020 UVA Health Plan Options at a Glance** shows potential annual in-network costs

• **Access videos about:**
  • Open Enrollment plan design and changes
  • Important health terms and concepts

Find all these and more at hr.virginia.edu/oe/resources.
Aetna Member Tools include:

- Payment Estimator
- Cost of Care Estimator
- Custom Doc Find
- Aetna Institute of Quality (IOQ) List
- Plan Selection & Cost Estimator Tool

Visit [hr.virginia.edu/oe/resources](http://hr.virginia.edu/oe/resources), and get directed to the Aetna Navigator site to utilize these tools.
How to Maximize Health Dollars

OptumRx Price Tools offer you ways to manage your pharmacy investment, and include:

• Drug pricing
• OptumRx Formulary
## Benefits Change Highlights

<table>
<thead>
<tr>
<th>Plan Provisions</th>
<th>Choice Plan</th>
<th>Value Plan</th>
<th>Basic Plan (HDHP)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deductible (Individual/Family)</td>
<td>$500/$1,000 In Network $1,500/$3,000 Out-of-Network</td>
<td>$800/$1,600 In-Network $1,600/$3,200 Out-of-Network</td>
<td>$2,000 (Emp only)/$4,000 In-Network $6,000 (Emp only)/$12,000 Out-of-Network</td>
</tr>
<tr>
<td>Out of Pocket Maximum (Individual/Family)</td>
<td>$5,500/$11,000 In-Network $11,000/$22,000 Out-of-Network</td>
<td>$5,500/$11,000 In-Network $11,000/$22,000 Out-of-Network</td>
<td>$4,000/$8,000 In-Network $8,000/$16,000 Out-of-Network</td>
</tr>
<tr>
<td>Preventative Care</td>
<td>No Cost</td>
<td>No Cost</td>
<td>No Cost</td>
</tr>
<tr>
<td>Primary Care Office Visit</td>
<td>15%, Deductible In-Network 35%, Deductible Out-of-Network</td>
<td>$25 UVA Provider Network PCP $40 In-Network PCP 40%, Deductible Out-of-Network</td>
<td>20%, Deductible In-Network 40%, Deductible Out-of-Network</td>
</tr>
<tr>
<td>Pharmacy Deductible</td>
<td>Combines Medical/RX Deductible</td>
<td>Combines Medical/RX Deductible</td>
<td>Combines Medical/RX Deductible</td>
</tr>
</tbody>
</table>

*Schedules of Benefits are available on the Open Enrollment website for each health plan: hr.virginia.edu/oe/health2020*
## 2020 Pre-Tax FSA and HSA

<table>
<thead>
<tr>
<th></th>
<th>Dependent Daycare FSA</th>
<th>Full Healthcare FSA</th>
<th>HSA</th>
<th>Limited Healthcare FSA</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CHOICE &amp; VALUE HEALTH</strong></td>
<td>Minimum</td>
<td>$120</td>
<td>$120</td>
<td>NA</td>
</tr>
<tr>
<td><strong>MAXIMUM</strong></td>
<td>Maximum</td>
<td>$5,000</td>
<td>$2,500</td>
<td>NA</td>
</tr>
<tr>
<td><strong>BASIC HEALTH</strong></td>
<td>Minimum</td>
<td>$120</td>
<td>NA</td>
<td>$120</td>
</tr>
<tr>
<td></td>
<td>Maximum</td>
<td>$5,000</td>
<td>NA</td>
<td>Empl: $3,550</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Family: $7,100</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>55+: $1,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$2,500</td>
</tr>
</tbody>
</table>

If you want to keep your current HSA or FSA contribution levels in 2020, there is no need to re-enroll. You can change or waive FSAs or HSAs for 2020 by requesting changes through Workday during Open Enrollment.
2020 Health Savings Accounts (HSA)

**Employer HSA contributions:** Employee-only, $1,000; Employee + dependent(s), $1,500

**First-time Basic Health participants:** Be sure you use all FSA money by December 31 to receive employer funds on January 1. Otherwise, you will not receive them until April 1.

**Employees leaving Basic Health** pay a $4 monthly fee on funds left in their accounts. For those enrolled in the Basic Health Plan, UVA pays the administrative fee.

If you have over $1,000 in your HSA, you can invest those funds through Chard Snyder, UVA’s HSA administrator.
Additional Changes to Service

Bariatric procedures must be performed in a Bariatric Institute of Quality (IOQ) to ensure quality.

• There is no out-of-network coverage. If no IOQ facility is available within 100 miles of a member’s residence, travel and lodging for the patient and one companion are reimbursed if IOQ services as well as traveling and lodging are pre-approved.

• A list of IOQs can be found on the Open Enrollment webpage.
Premiums
## 2020 Monthly Health Premiums

<table>
<thead>
<tr>
<th>UVA Health Plan</th>
<th>Basic</th>
<th>Value</th>
<th>Choice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$20.00 (+$1.00)</td>
<td>$87.50 (+$11.50)</td>
<td>$183.00 (+$30.50)</td>
</tr>
<tr>
<td>EE+Child(ren)</td>
<td>$25.25 (+$1.25)</td>
<td>$140.25 (+$18.25)</td>
<td>$370.25 (+$61.75)</td>
</tr>
<tr>
<td>EE+Spouse</td>
<td>$33.25 (+$1.50)</td>
<td>$176.25 (+$23.00)</td>
<td>$477.00 (+$79.50)</td>
</tr>
<tr>
<td>Family</td>
<td>$63.00 (+$3.00)</td>
<td>$282.25 (+$36.75)</td>
<td>$706.00 (+$117.75)</td>
</tr>
</tbody>
</table>

Supplemental Benefit Credit increases from $450 to $550 for eligible Academic Staff.

Rates above do not reflect wellness rewards earned. Rate increases for COBRA, retiree, part-time, wage, postdoctoral fellows, and housestaff differ from above; you can see your rates online at hr.virginia.edu/oe/health2020.
# 2020 Monthly Dental & Vision Premiums

<table>
<thead>
<tr>
<th>UVA Dental Plan</th>
<th>Basic</th>
<th>Enhanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$1.00 (Same)</td>
<td>$10.50 (Same)</td>
</tr>
<tr>
<td>EE+Child(ren)</td>
<td>$2.00 (Same)</td>
<td>$24.75 (Same)</td>
</tr>
<tr>
<td>EE+Spouse</td>
<td>$4.00 (Same)</td>
<td>$29.00 (Same)</td>
</tr>
<tr>
<td>Family</td>
<td>$7.25 (Same)</td>
<td>$49.75 (Same)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>UVA Vision Plan</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$8.32 (Same)</td>
</tr>
<tr>
<td>EE+Child(ren)</td>
<td>$14.56 (Same)</td>
</tr>
<tr>
<td>EE+Spouse</td>
<td>$14.98 (Same)</td>
</tr>
<tr>
<td>Family</td>
<td>$23.30 (Same)</td>
</tr>
</tbody>
</table>

- 2020 active employee dental premiums remain the same
- 2020 active employee vision premiums remain the same

Rate increases for COBRA, retiree, part-time, wage, postdoctoral fellows, and housestaff differ from above; you can see your rates online at [hr.virginia.edu/oe/dental2020](http://hr.virginia.edu/oe/dental2020) and [hr.virginia.edu/oe/vision2020](http://hr.virginia.edu/oe/vision2020).
2020 UVA Health Plan Options at a Glance
YOUR POTENTIAL ANNUAL IN-NETWORK COSTS

Employee Only

- **Basic**
  - Annual Premiums: $240
  - Deductible: $2,000
  - Out-of-Pocket Maximum: $4,000
  - Employer HSA Contribution: -$1,000
  - Total: $3,240

- **Value**
  - Annual Premiums: $1,050
  - Deductible: $800
  - Out-of-Pocket Maximum: $5,500
  - Total: $6,650

- **Choice**
  - Annual Premiums: $2,196
  - Deductible: $500
  - Out-of-Pocket Maximum: $5,500
  - Total: $7,696

Employee + Spouse

- **Basic**
  - Annual Premiums: $399
  - Deductible: $4,000
  - Out-of-Pocket Maximum Individual/Family: $4,000/$8,000
  - Employer HSA Contribution: -$1,500
  - Total: $2,899 Individual
  - $6,899 Family

- **Value**
  - Annual Premiums: $2,115
  - Deductible: $800/$1,600
  - Out-of-Pocket Maximum Individual/Family: $5,500/$11,000
  - Total: $7,615 Individual
  - $13,115 Family

- **Choice**
  - Annual Premiums: $5,724
  - Deductible: $500/$1,000
  - Out-of-Pocket Maximum Individual/Family: $5,500/$11,000
  - Total: $11,224 Individual
  - $16,724 Family

Employee + Child

- **Basic**
  - Annual Premiums: $303
  - Deductible: $4,000
  - Out-of-Pocket Maximum Individual/Family: $4,000/$8,000
  - Employer HSA Contribution: -$1,500
  - Total: $2,803 Individual
  - $6,803 Family

- **Value**
  - Annual Premiums: $1,883
  - Deductible: $800/$1,600
  - Out-of-Pocket Maximum Individual/Family: $5,500/$11,000
  - Total: $7,183 Individual
  - $12,683 Family

- **Choice**
  - Annual Premiums: $4,443
  - Deductible: $500/$1,000
  - Out-of-Pocket Maximum Individual/Family: $5,500/$11,000
  - Total: $9,943 Individual
  - $15,443 Family

Family

- **Basic**
  - Annual Premiums: $756
  - Deductible: $4,000
  - Out-of-Pocket Maximum Individual/Family: $4,000/$8,000
  - Employer HSA Contribution: -$1,500
  - Total: $3,256 Individual
  - $7,256 Family

- **Value**
  - Annual Premiums: $3,387
  - Deductible: $800/$1,600
  - Out-of-Pocket Maximum Individual/Family: $5,500/$11,000
  - Total: $8,887 Individual
  - $14,387 Family

- **Choice**
  - Annual Premiums: $8,472
  - Deductible: $500/$1,000
  - Out-of-Pocket Maximum Individual/Family: $5,500/$11,000
  - Total: $13,972 Individual
  - $19,472 Family

Out of pocket includes Coinsurance, Deductible, Copayments, and covered Prescriptions; Excludes Amounts above the Allowable Amount.
MAXIMIZING WELLNESS
## Giving Your More Choice

### Hoos Well 2020
**Earn up to $500.00**

<table>
<thead>
<tr>
<th>Where Do You Stand?</th>
<th>Physical/ Nutrition</th>
<th>Financial</th>
<th>Emotional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Assessment $100</td>
<td>Adult Well Exam $200</td>
<td>*Flu Vaccine $25</td>
<td>Journeys $50</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Journeys $50</td>
<td>60-day Challenges (Spring &amp; Fall) Up to $50</td>
</tr>
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</tbody>
</table>

**IMPORTANT DATES:**

- **November 30, 2019:** Deadline to redeem 2019 rewards
- **January 15, 2020:** Portal launch and program year begins

*Indicates new opportunity to earn rewards**

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**Journeys $50**

- *Live Webinars $25*
REMINDERS AND DATES
Important Dates

Benefits Open Enrollment: October 7 – 18, 2019

UVA Health and Benefits Expos:
October 9, Newcomb Hall Third Floor
October 10, Medical Center Hospital Education Resource Center

Further information available at hr.virginia.edu/oe/expos2020.

Open Enrollment changes take effect on January 1, 2020.
• **J1 Visa holders** have a new health plan option that meets U.S. Government requirements. They will receive direct mail and email communications about the plan, which is less expensive than the Choice Health option they currently use.

• There will no longer be a correction period after Open Enrollment ends. All benefits changes for 2020 must be submitted by October 18, 2019 at 11:59 pm, the end of Open Enrollment.
Open Enrollment Summary

Visit hr.virginia.edu/oe to find helpful resources, learn about premium details, and enroll in Workday.

When you know your needs and understand your options, you can make informed choices during Open Enrollment and get the best value for your investment.

Reminder: The Working Spouse Rule is still in effect.

Be sure to double-check your and your dependents’ information for accuracy, including your dependents’ social security numbers.
THANK YOU!