Benefits Open Enrollment
Oct. 10 - 28
Health Plan continues to manage overall cost increases using Wellness Program incentives and rewards, enrollment tools for choosing the right health plan, and plan design changes to negate the "Cadillac Tax"
UVA Health Plan compared to State CoVA

3-year average

UVA Employer cost increased by 2.3%

CoVA Employer cost increased by 7.2%

UVA Employee cost decreased by -0.8%

CoVA Employee cost increased by 10%
UVA Health Plan Membership

Total Health Plan Membership Jan. 1 2016

- Total Covered Lives: 31,991
- Child(ren): 11,102 (35%)
- Spouses: 4,477 (14%)
- Primary Insured: 16,412 (51%)

% Change in Health Plan Enrollment

- 24% Basic
- 23% Value
- 14% Total Plan
- Choice: -11%
2017 UVA Health Plan Changes
All Options (Choice, Value, & Basic)

- One yearly preventative skin cancer screening covered at 100%
- Removal of the age limitation for Applied Behavioral Analysis (ABA) treatment
- Cover infertility treatment after diagnosis – lifetime maximum benefit of $15,000
- Increase to out-of-network costs
- Spousal Affidavit is only required if you are newly adding your eligible spouse
Additional Changes for UVA Health Plan Options

**Choice Plan**
- Reduce coinsurance for durable medical equipment to 10%
- Increase Emergency Room coinsurance to 15%
- Change inpatient and skilled nursing from copay to coinsurance
- Increase in-network single deductible from $250 to $400, and family deductible from $500 to $800
- Lower copays for outpatient mental health & substance abuse services

**Value Plan**
- Lower copays for outpatient mental health & substance abuse services

**Basic Plan**
- Reduce Health Savings Account (HSA) employer seed contribution from $2,000 to $1,500 for family coverage
- In-network out of pocket maximum from $6,000 to $6,650 for single and from $12,000 to $13,100 for family
# 2017 UVA Health Plan
## Monthly Employee Premiums

<table>
<thead>
<tr>
<th>UVA Health Plan</th>
<th>Basic</th>
<th>Value</th>
<th>Choice</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee</strong></td>
<td>$19</td>
<td>$57.25 (+$6.25)</td>
<td>$106.25 (+$7.25)</td>
</tr>
<tr>
<td><strong>EE+Child(ren)</strong></td>
<td>$24</td>
<td>$97 (+$12)</td>
<td>$253.25 (+$16.25)</td>
</tr>
<tr>
<td><strong>EE+Spouse</strong></td>
<td>$31.75 (+$0.75)</td>
<td>$107 (+$13)</td>
<td>$289.25 (+$18.25)</td>
</tr>
<tr>
<td><strong>Family</strong></td>
<td>$60 (+$1)</td>
<td>$172 (+$19)</td>
<td>$505.50 (+$29.50)</td>
</tr>
</tbody>
</table>

- 2017 active employee health premium increases range from $0 - $29.50 per month
- Above rates do not reflect employee Hoo’s Well rewards earned in 2017

*2017 rate increases for COBRA, retiree, part-time, wage, postdoctoral fellows, housestaff, and research associates differ from above, and will be published online during open enrollment at [www.hr.virginia.edu/oe](http://www.hr.virginia.edu/oe)*
2017 UVA Dental Plan & Davis Vision
Monthly Employee Premiums

<table>
<thead>
<tr>
<th>Dental Plan</th>
<th>Basic</th>
<th>Enhanced</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$1 (same)</td>
<td>$10.50 (+$0.50)</td>
</tr>
<tr>
<td>EE+Child(ren)</td>
<td>$2 (same)</td>
<td>$24.75 (+$0.75)</td>
</tr>
<tr>
<td>EE+Spouse</td>
<td>$4 (same)</td>
<td>$29 (+$1)</td>
</tr>
<tr>
<td>Family</td>
<td>$7.25 (+$0.25)</td>
<td>$49.75 (+$1.75)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Davis Vision</th>
<th>Monthly Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$6.45 (+$0.16)</td>
</tr>
<tr>
<td>EE+Child(ren)</td>
<td>$11.29 (+$0.28)</td>
</tr>
<tr>
<td>EE+Spouse</td>
<td>$11.61 (+$0.28)</td>
</tr>
<tr>
<td>Family</td>
<td>$18.06 (+$0.44)</td>
</tr>
</tbody>
</table>

- 2017 active employee dental premium increases range from $0 - $1.75 per month
- 2017 active employee vision premium increases range from $0.16 - $0.44 per month

2017 rate increases for COBRA, retiree, part-time, postdoctoral fellows, housestaff, and research associates differ from above, and will be published online during open enrollment at [www.hr.virginia.edu/oe](http://www.hr.virginia.edu/oe)
Chard Snyder Pretax FSA or HSA

NEW THIS YEAR – you do not need to re-enroll in FSA or HSA benefits if you want to keep your current contribution levels.

**Medical** pre-tax account(s):
- Healthcare Flex Spending (**FSA**), *for Value or Choice members* (contribution min $120 - max $2,500)
- Health Savings Account (**HSA**), *for Basic Health members* (contribution min $120 - maximum is $3,400 single or $6,750 family, and age 55 catch-up is $1,000)
- Limited Dental & Vision (**LMT FSA**), *for Basic Health members* (contribution min $120 - max $2,500)

**Dependent Daycare** pre-tax account:
- Dependent Daycare Spending Account (contribution min $120 - max $5,000)
The Standard Basic Life & Accidental Death and Dismemberment Insurance

Beginning January 1, 2017, life insurance for members of the Optional Retirement Plan (ORP), Medical Center Retirement Plan (MCRP) and Housestaff employees will change.

- For ORP members: Basic life changes from $75,000 to 1x salary, and bundled with Accidental Death & Dismemberment Insurance (AD&D)
- For MCRP members: Basic life stays at $25,000, but $25,000 in Accidental Death & Dismemberment Insurance (AD&D) is added
- Housetaff: Basic life and (AD&D) is bundled at 1x salary
- VRS Members will have no changes, but may always submit requests using the forms found online at www.varetire.org

2017 rate increases for retirees and postdoctoral fellows differ from above, and will be published online during open enrollment at www.hr.virginia.edu/oe
Standard Life & Accidental Death and Dismemberment Supplemental Insurance

- Purchase additional coverage for your choice of 1, 2, 3, or 4x your salary up to the maximum amount of $500,000* and bundled with AD&D
- Employees currently in supplemental life or AD&D benefits who do not request changes online in benefits self-service during Open Enrollment will be auto enrolled in the optional Life and optional AD&D offerings that most closely resembles current benefits
- In addition to purchasing for yourself you may also purchase additional coverage for a spouse and child(ren)
- This is a good opportunity to examine your life insurance and make sure you are adequately covered
- Enter your life beneficiaries online – make sure they are correct!
- Rates vary according to age and coverage amount

*Housestaff maximum coverage amount is $200,000

2017 rate increases for retirees and postdoctoral fellows differ from above, and will be published online during open enrollment at www.hr.virginia.edu/oe
Confirm or Update

- Review supplemental retirement plan contributions
- Verify accuracy of your home mailing address and phone number in self-service
- Verify your Dependent(s) information (Social Security Numbers, dates of birth)
Invest in your Health – Get Rewarded!

Step 1: $200

Submit a Physician Screening Form – Fill out the form & attach to your recent lab work (within the past year)

OR

Biometric screening
Appointments held on Grounds until Oct. 7 – Hurry! Remaining slots are filling quickly. Reserve online at www.hooswell.com

Step 2: $100

Online health assessment - www.myactivehealth.com/hooswell

Step 3: $200

Fitness Challenge – If you are already participating continue logging your exercise activity or tracking your daily steps. Finish 52 workouts (30+ minutes or 6,000 steps)
Fall Challenge Reminders:

Deadline to complete all steps: **Oct. 28, 2016**

*If you have a medical condition that makes you unable to complete the fitness challenge, contact us to discuss a reasonable alternative. Call 434.982.0123 or email hooswell@virginia.edu.*

**New** - Spouses on the UVA Health Plan are also eligible! Your spouse needs to create his/her own ActiveHealth account and track their individual steps.

**New one-time rewards payout: February, 2017**

**Take advantage of these programs to stay healthy this fall...**

- Swimming, Tennis, & Couch to 5k classes
- Cycle, Dance, Nia, Pilates, Yoga, & Zumba
- Weight Watchers
- Tobacco Cessation
- Weight Loss/Nutrition
- Health Coaching & Support

[www.hooswell.com](http://www.hooswell.com)
Health and Benefits Expo

October 12, 2016
8:30 a.m.- 2 p.m. with Presentations until 4 p.m.
Newcomb Hall, 3rd Floor

Benefits Fair- Medical Center

Thursday, October 13th
7 a.m.- 3 p.m.
Dining Conference Rooms, Main Hospital

Parking and the NEW Expo Shuttle!

We encourage you to walk to the Expo but if your schedule does not allow this, we are offering the Expo Shuttle! Stay tuned for information on shuttle stops and pick-up times.

We are also offering two hours free at Central Grounds Garage
Receive Open Enrollment Text Notices

Text UVABOE to the number 88202 to sign up today!

Welcome to UVA open enrollment text messaging

Sign up to receive important text reminders and visit our video library.

Video: Basic Health at a Glance view full screen
Ask Alex, virtual benefit counselor

Need help selecting your employee benefits?

WALK THROUGH YOUR OPTIONS WITH ALEX®.

GET STARTED
Academic Division Benefits Self Service for Open Enrollment
Oct. 10- Oct. 28

[Image of calendar showing October 2016]

[Image of login screen for benefits self-service]

www.hr.virginia.edu/oe
Medical Center Benefits Self Service for Open Enrollment
Oct. 10-Oct. 28

www.hr.virginia.edu/oe

Login to PeopleSoft: https://uvhrwb.hscs.virginia.edu:7006/psp/PRD/?cmd=login
To Enroll in Benefits, Navigate to Main Menu > Self Service > Benefits > Benefits Enrollment
Thank you!