Agenda

- UT Benefits Rate & Plan Changes for 2019-20
- Annual Enrollment Reminders
- Resources
UT Benefits for Plan Year 2019-2020
There are small rate increases for:

• UT SELECT Medical,
• UT CONNECT Medical, and
• UT SELECT Dental Plus.

There are no other premium rate changes for 2019-2020.
## UT Medical Plan Rates 2019-2020

*Blue Cross and Blue Shield of Texas (BCBSTX)*

<table>
<thead>
<tr>
<th>Plan</th>
<th>Employee</th>
<th>Employee &amp; Spouse</th>
<th>Employee &amp; Children</th>
<th>Employee &amp; Family</th>
</tr>
</thead>
<tbody>
<tr>
<td>UT SELECT Medical (Full-Time)</td>
<td>$0</td>
<td>$270.41</td>
<td>$282.81</td>
<td>$532.51</td>
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<tr>
<td>UT SELECT Medical (Part-Time)</td>
<td>$314.02</td>
<td>$749.04</td>
<td>$702.16</td>
<td>$1,117.45</td>
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<tr>
<td>UT CONNECT Medical (Full-Time)</td>
<td>$0</td>
<td>$243.47</td>
<td>$254.53</td>
<td>$479.26</td>
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<tr>
<td>UT CONNECT Medical (Part-Time)</td>
<td>$314.02</td>
<td>$749.04</td>
<td>$702.16</td>
<td>$1,117.45</td>
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</table>
No changes to:

- Deductibles
- Copayments
- Coinsurance
- Covered Services
- UT Health Network Tier
<table>
<thead>
<tr>
<th>UT HEALTH NETWORK BENEFIT</th>
<th>UT SELECT BENEFIT</th>
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<tbody>
<tr>
<td>PRIMARY CARE</td>
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<tr>
<td>$20 copay</td>
<td>$30 copay</td>
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<tr>
<td>SPECIALIST</td>
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<tr>
<td>$25 copay</td>
<td>$35 copay</td>
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<tr>
<td>EMPLOYEE CLINIC*</td>
<td></td>
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<tr>
<td>$10 copay</td>
<td>$30 copay</td>
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<tr>
<td>DEDUCTIBLE</td>
<td>$350</td>
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<tr>
<td>COINSURANCE</td>
<td>10%</td>
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<td></td>
<td>20%</td>
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<tr>
<td>HOSPITAL COPAY*</td>
<td>$0 / day</td>
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<tr>
<td></td>
<td>$100 / day (max $500)</td>
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New Tools & Resources Available!

- Enhanced Concierge-level Customer Service – Health Advocacy Solutions (HAS)
- Virtual Doctor Visits with $0 Copayment
- Hinge Health
- Omada
- Livongo
Health Advocacy Solutions (HAS)

Blue Cross Blue Shield of Texas (BCBSTX)

Personal, Concierge-Level Assistance

- Team of Experts Working Together
- Help With Understanding Your Care Options & Benefits
- Help Finding Network Providers & Scheduling Appointments
- Coordinated Help to Connect You with the Resources You Need
- Call or Chat Online

Call the number on the back of your UT SELECT Medical ID card
Virtual Doctor Visits - $0 Copayment
*BCBSTX & MDLIVE*

Speak with a Doctor Anytime, Anywhere

- Primary Care, Pediatrics, & More
- Treatment for Many Non-emergency Medical Conditions
- Behavioral Health (by appointment and video only)
- Activate Your Account Online or via Mobile App, Text, or Phone
- Available 24 / 7 / 365

www.mdlive.com/bcbstx
Available as an option for Employees and certain Retirees living in the DFW area;

Care managed through Primary Care Provider;

High quality network of physicians (SWHR);

Lower out-of-pocket premiums, deductible, and some copayments; and

Same familiar UT SELECT Prescription plan.
New Tools & Resources!

• CONNECT Service
  – Focused on making navigating healthcare events simpler
  – Help with benefits question, referrals, & more
  – Team includes expert navigators, nurses, with support from Southwestern Medical Directors
  – Contact number will be on your ID Card

• Virtual Doctor Visits with $0 Copayment
Out-of-Pocket Limits

• In-network (whole plan) out-of-pocket maximum
  – $7,900 individual (increase of $550)
  – $15,800 family (increase of $1100)

• Includes medical & prescription benefits costs
• Use the BCBSTX PPO or UT Health Network Providers to get the best value from your medical plan.

• Network providers are highlighted in the BCBSTX provider finder: www.bcbstx.com/ut/providers

• Call for assistance finding a provider:
  – (866) 882-2034 (UT SELECT Medical)
  – (888) 372-3398 (UT CONNECT Medical)
UT SELECT Prescription Plan
(for UT SELECT & UT CONNECT Medical)

• **NEW!** Smart90 program
  - Purchase a 90-day supply at Walgreens or a UT Pharmacy for the same low copayment as home delivery

• **NEW!** Exclusive Specialty Pharmacies
  - Purchase your specialty medications through Accredo or a UT Specialty Pharmacy with expert assistance available
UT SELECT Prescription Plan
(for UT SELECT & UT CONNECT Medical)

- No other plan changes
  - Same deductibles and copay structure
  - 90-day supply available via home delivery program

- Annual deductible will reset on September 1st
Changes

- UT SELECT Dental Plus PPO Premium Rates
- UT FLEX HCRA Maximum Annual Election
## UT SELECT Dental Rates 2019-2020

*Delta Dental*

<table>
<thead>
<tr>
<th>Plan</th>
<th>Employee</th>
<th>Employee &amp; Spouse</th>
<th>Employee &amp; Children</th>
<th>Employee &amp; Family</th>
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<tbody>
<tr>
<td>UT SELECT Dental</td>
<td>$28.51</td>
<td>$54.13</td>
<td>$59.66</td>
<td>$84.83</td>
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<td>UT SELECT Dental Plus</td>
<td>$61.39</td>
<td>$116.59</td>
<td>$128.65</td>
<td>$183.29</td>
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<tr>
<td>DeltaCare USA (DHMO)</td>
<td>$8.80</td>
<td>$16.73</td>
<td>$18.49</td>
<td>$26.40</td>
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UT FLEX Accounts

• Health Care Reimbursement Account (HCRA)
  – Annual maximum increases to $2,700

• Dependent Daycare Reimbursement Account (DCRA)
  – Annual maximum remains $5,000 per family. ($2,500 if married filing separately)
No Plan Design or Rate Changes

- UT SELECT Dental Basic PPO & DeltaCare USA DHMO
- Superior Vision Basic and Plus Plans
- Short-term & Long-term Disability
  - Salary-based increase may apply
- Voluntary Group Term Life
  - Age banded rate increase may apply
- Accidental Death & Dismemberment (AD&D)
What happens next?
REVIEW By July 15

- Your current benefits
- Changes for Plan Year 2019-2020
- Dependent eligibility requirements
- UT Retirement Manager
- Beneficiary Designations
- Online Annual Enrollment (AE) resources
  - Annual Enrollment newsletter and website
Annual Enrollment

Annual Enrollment for your UT Benefits for the 2019-2020 plan year will be held from July 15 - July 31, 2019 with requested benefit changes to be effective September 1, 2019.

LEARN

Resources will be listed below soon to help you understand your benefit options and make enrollment decisions for the upcoming year.

NO CHANGES?

If you don’t want to make any changes and are not enrolled in UT FLEX (for employees), you do not need to do anything in My UT Benefits, but we do advise you to read all materials and make sure your information and current enrollment is correct.

TO ENROLL

Annual Enrollment will begin on July 15, 2019.

If you need to update your contact information or you will have no way to access online enrollment during the Annual Enrollment period, please contact your Institution's HR or Benefits Office.

COVERAGE AND BENEFITS

Details about key plan features for the 2019-2020 plan year beginning on September 1, 2019 will be coming soon.

Main Enrollment Resources

• Coming soon!
MAKE ELECTIONS JULY 15 – JULY 31

- Log into My UT Benefits
  - Visit utbenefits.link/AE to find the link

- Declare tobacco user or non-user status

- Add / drop coverage

- Add / remove dependents
MAKE ELECTIONS JULY 15 – JULY 31

• UT FLEX
  – Must enroll annually

• UT Retirement Program
  – Enroll or make changes

• Verify Your Benefits Elections
  – Benefits Summary (My UT Benefits)
  – Coverage Confirmation Notice (Email/US Mail)
FOLLOW UP BY AUGUST 15

• Review Confirmation Statement
• Upload Dependent Documents (if required)
• Submit Evidence of Insurability (if required)
  – Enroll in Long & Short-Term Disability
  – Enroll or increase Voluntary Life for Employee
  – Enroll Spouse Voluntary Life greater than $10,000
Jane A Smith (A1B2C3D4)  

Re: Confirmation of Current Insurance Coverage Selections

A change has been made to your insurance coverage which will be effective as of September 01, 20717. This change was made July 15, 2017 at 5:13 PM. If your dependent information listed below is not correct, please contact your benefits office at (512)765-4321.

This change was made by you using the My UT Benefits DIRECT online automated benefits enrollment system with your UT EID and password.
Important Reminders

⚠️ If you take no action, your current coverages will continue for the new plan year.

KEEP ID cards
for plans you did not change

EXPECT ID cards
By September 1, for UT SELECT & UT CONNECT Medical & Prescription and any other new plans elected
UT Retirement Programs
UT Retirement Programs

*UT SAVER*

- Deferred Compensation Plan (DCP) 457(b)
- Tax Sheltered Annuity (TSA) 403(b)
  - Roth (after-tax contribution)
  - Traditional (before-tax contribution)
UT Retirement Programs

- All employees can contribute
- Enroll at any time
- Participants can…
  - Change contribution amount or provider monthly
  - Can contribute to both plans at the same time
UT Retirement Programs

• Minimum contribution of $15/month

• Maximum contribution established annually by the Internal Revenue Service (IRS)

• TSA maximum contribution combines both Roth and Traditional accounts

• Loans and hardship withdrawals available
UT Retirement Programs

To enroll or learn more about your retirement savings options, please visit the UT Retirement Program website at:

www.utretirement.utsystem.edu

Or reach out to any of the five approved providers who can assist you with your savings needs, including:

- Fidelity Investments
- Lincoln Financial
- TIAA
- AIG Retirement Services
- VOYA Financial
UT System Living Well Program
Living Well
Overview

Our mission is to improve the health and quality of life for employees, retirees, and dependents at all UT institutions.

- Naturally Slim: Fall and Spring Sessions
- UT Systemwide Activity Challenges: Fall and Spring
- Silver Sneakers
- Other UT SELECT Programs and Services
Living Well

Naturally Slim: Fall and Spring

• Online program that helps you lose weight & improve your overall health
• Participate whenever, wherever is convenient for you
• No cost to members
• Offered three times per year
• 10-weeks long with support for the entire year
• Next Application Period: September 3-13, 2019

Available to all UT SELECT and UT CONNECT medical plan members age 18+, including employees, retirees, and dependents. Members are eligible to take the program once per 365 days.
Next Challenge Coming Fall 2019: *Keep System Active*

- Track physical activity and other important health behaviors
- As you track activity, move virtually across the state to learn about other UT campuses
- Reach the goal to receive rewards
- Help your institution win the Traveling Trophy
- Mobile app and website available
- Sync with select fitness devices or apps

**Registration Period:** September 16 – October 7  
**Challenge Dates:** September 30 – November 10
Living Well
Silver Sneakers

- Exercise program for retirees, spouses of retirees, and surviving spouses 50+ years old who participate in the UT SELECT or UT CONNECT Medical plan
- No cost to members
- Perks include:
  - A fitness membership with access to 13,000+ fitness locations nationwide
  - SilverSneakers FLEX™ Community Fitness Classes
  - Health education seminars and social events
  - Program Advisor® for guidance and assistance
  - Member website with detailed information, resources and inspiration
Other Great Programs

- Tobacco Cessation Resources
- Onsite Flu Shot Clinics and Health Checkups
- Employee Assistance Program
- Reimbursement for Exercise Expenses
- 24/7 Nurseline
- Consult with a Specialist Pharmacist

Learn more about all of these programs at our Living Well website: [www.livingwell.utsystem.edu](http://www.livingwell.utsystem.edu).
Please contact your institution’s HR or Benefits Office for more information or assistance.
# Benefits - Benefits@utsa.edu

<table>
<thead>
<tr>
<th>Email</th>
<th>Position</th>
<th>Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:Georgina.Elliott@utsa.edu">Georgina.Elliott@utsa.edu</a></td>
<td>Benefits Manager</td>
<td>(210) 458-4253</td>
</tr>
<tr>
<td><a href="mailto:Veronica.Longoria@utsa.edu">Veronica.Longoria@utsa.edu</a></td>
<td>Lead HR Specialist</td>
<td>(210) 458-6710</td>
</tr>
<tr>
<td><a href="mailto:Sheryl.Robisheaux@utsa.edu">Sheryl.Robisheaux@utsa.edu</a></td>
<td>HR Specialist II - Alpha A - G</td>
<td>(210) 458-4258</td>
</tr>
<tr>
<td><a href="mailto:Roberto.Romero@utsa.edu">Roberto.Romero@utsa.edu</a></td>
<td>HR Specialist II - Alpha H - O</td>
<td>(210) 458-8509</td>
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<tr>
<td><a href="mailto:Elizabeth.Corrales@utsa.edu">Elizabeth.Corrales@utsa.edu</a></td>
<td>HR Specialist II - Alpha P - Z</td>
<td>(210) 458-4652</td>
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http://www.utsa.edu/hr/Benefits/AE.html
Thank you for attending class!

Please complete the electronic evaluation form
Go to: www.training.utsa.edu

➢ Click ‘Today’s Class Schedule’ (green tab)
➢ Click ‘Evaluations’ (blue tab)
➢ Click ‘Load classes’ (orange tab)
➢ Highlight today’s class
➢ Click ‘Start Evaluation’
➢ Click ‘Give Feedback’
➢ IMPORTANT ‘1’ is LOW and ‘7’ is HIGH
➢ Please add your comments at the end!
Thank You.