

ANNUAL ENROLLMENT HIGHLIGHTS

For Employees





PLAN YEAR 2024-25





ANNUAL ENROLLMENT PLAN YEAR 2024-2025

TOPICS:

-  Enrollment information
-  Plan updates
-  Reminders
-  Resources

Annual Enrollment



Your UT Benefits

Employee Benefits

Insurance

Active Employee Insurance

Retired Employee Insurance

UT Health Network

Premium Rates

COBRA Coverage

Annual Enrollment

Virtual Annual Enrollment

Enrolling & Making Changes

Managing your UT Benefits

Affordable Care Act

Tobacco Premium Program

Benefits While You Travel

Summary of Benefits and Coverage

Living Well

UT Retirement Program

Resources

Video Library

Forms and Publications

About OEB

Who to Contact

Search UT Benefits

HIPAA and Privacy

Enrollment & Benefits Review

Manage your UT Benefits

Learn

The resources listed in this page are available to help you understand your benefit options and make enrollment decisions for the upcoming year.

Please scroll to the bottom of this page to find a complete overview in our **2024-2025 Annual Enrollment & Resource Guides**, available for Employees and Retirees. Our highlights brochures and videos are also available to view online.

Virtual Annual Enrollment

Virtual Annual Enrollment

► Highlights for 2024-25

► No Changes?

► To Enroll

► Coverage and Benefits

► Cost Worksheets & UT FLEX Calculator

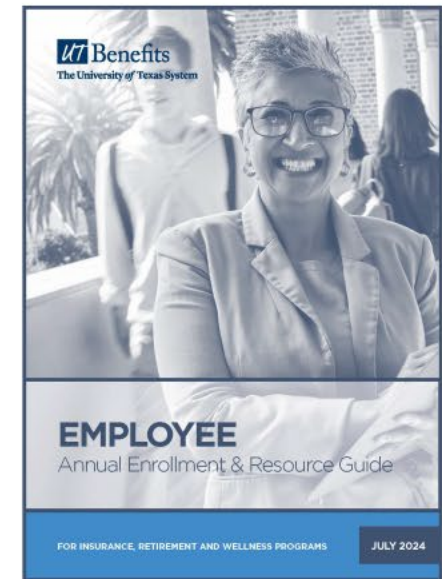
KEY RESOURCES FOR EMPLOYEES



KEY RESOURCES FOR RETIREES



Annual Enrollment details:
utbenefits.link/AE

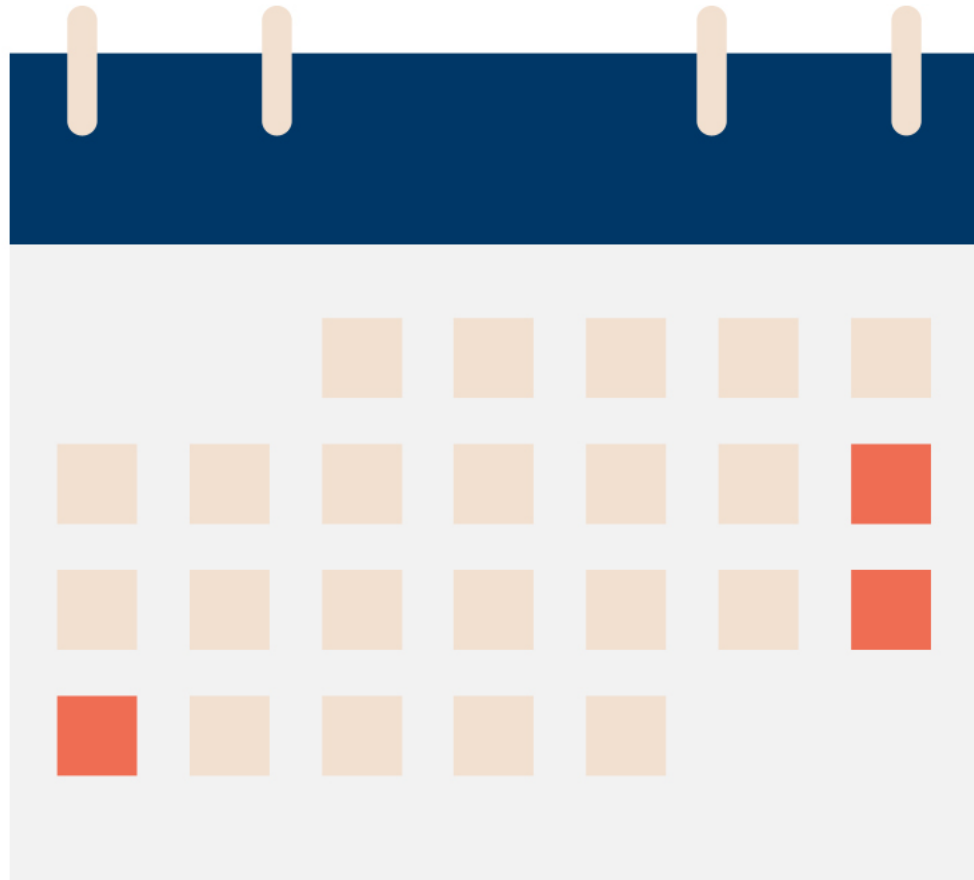


A PUBLICATION OF
THE OFFICE OF EMPLOYEE BENEFITS

ENROLLMENT INFORMATION



Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			



ANNUAL ENROLLMENT:

July 15-31

CHANGES EFFECTIVE:

September 1*

Beginning of new plan year

*Benefit changes requiring Evidence of Insurability take effect after approval by BCBSTX Ancillary.

WHAT CAN YOU DO DURING ANNUAL ENROLLMENT?

- ➞ Add, update, or remove coverage
- ➞ Change coverage levels
- ➞ Add or remove dependents and beneficiaries
- ➞ Enroll or update your UTSaver voluntary retirement program contributions



If you want a UT FLEX Healthcare or Dependent Care Reimbursement Account for Plan Year 2024-25, you **must** elect it.


All other current benefits will roll over to the next Plan Year if you don't change them.

MY UT BENEFITS

Enrollment platform

Information and links:
utbenefits.link/manage




**The University of
Texas System**

ABOUTNEWSINSTITUTIONSREGENTSLEADERSHIPOFFICES

Home > Offices > Employee Benefits > Insurance

Managing your UT Benefits

 **Benefits**

Your UT Benefits

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PLEASE NOTE: For the best experience using *My UT Benefits*, we recommend using an up-to-date version of Google Chrome, Safari, Microsoft Edge, or Firefox. [Click here](#) to learn more about supported browsers. You can also use the mobile app for convenient access from your phone (see details below).

For login issues or technical assistance with the *My UT Benefits* site, please call (844) 870-0044.

For questions about eligibility or available benefit options, please [contact your institution HR or Benefits Office](#) for assistance.

Accessing *My UT Benefits*

All Active Employees

Log in with institution credentials (SSO)

Retired Employees

From UT Austin and Stephen F. Austin State University

From All Other UT Institutions

Log in with institution credentials (SSO)

Log in with Username & Password

[How to Log in to My UT Benefits with Username & Password \(.pdf\)](#)

(Surviving Dependents and COBRA participants, please use the "Log in with Username & Password" button above.)

Mobile App

DOWNLOAD THE APP TODAY!

We're pleased to announce that your enrollment and online benefits management has gone mobile. Now you can view and update your information in the palm of your hand by using the **Benefitplace™ app** on your phone or tablet.

With the Benefitplace™ app you can:

- Quickly view benefit information and account balances;
- Update benefits, dependents, emergency contacts, and

INSTALL THE APP

1. **Install the Benefitplace™ app**
Available from Google Play and Apple App Store
2. **Enter the company ID** for your institution (see list below)
3. Log into your benefits using the **same username and password you use on your computer.**

Benefitplace™ App

The University of Texas System

UT SELECT MEDICAL PLAN



PREMIUM RATES

UT SELECT is self-funded and relies on monthly premiums to pay the cost of all claims.

Slight premium rate increase for Plan Year 2024-25

EMPLOYEE PREMIUM SHARING

Full-time employees

**100%
covered**

Part-time employees

**50%
covered**

PREMIUM RATES CHART

Employee Premium Rates for 2024-2025

See the OEB Annual Enrollment (AE) newsletter for information on the UT Benefits program.

PLAN	EMPLOYEE	EMPLOYEE & SPOUSE	EMPLOYEE & CHILD(REN)	EMPLOYEE & FAMILY
EFFECTIVE SEPTEMBER 1, 2024				
UT SELECT Medical FULL-TIME	\$0 <i>no change</i>	\$335.94 \$23.44 <i>increase ▲</i>	\$351.36 \$24.52 <i>increase ▲</i>	\$661.56 \$46.16 <i>increase ▲</i>
UT SELECT Medical PART-TIME	\$390.12 \$27.22 <i>increase ▲</i>	\$930.54 \$64.92 <i>increase ▲</i>	\$872.30 \$60.86 <i>increase ▲</i>	\$1,388.22 \$96.86 <i>increase ▲</i>
UT SELECT Dental	\$28.52 <i>no change</i>	\$54.14 <i>no change</i>	\$59.66 <i>no change</i>	\$84.84 <i>no change</i>
UT SELECT Dental Plus	\$61.40 <i>no change</i>	\$116.60 <i>no change</i>	\$128.66 <i>no change</i>	\$183.30 <i>no change</i>
DeltaCare Dental HMO	\$8.71 \$0.09 <i>decrease ▼</i>	\$16.56 \$0.18 <i>decrease ▼</i>	\$18.31 \$0.19 <i>decrease ▼</i>	\$26.14 \$0.26 <i>decrease ▼</i>
Superior Vision	\$5.02 <i>no change</i>	\$7.90 <i>no change</i>	\$8.10 <i>no change</i>	\$12.84 <i>no change</i>
Superior Vision Plus	\$7.64 <i>no change</i>	\$11.98 <i>no change</i>	\$12.82 <i>no change</i>	\$18.10 <i>no change</i>

Life/AD&D*	See Annual Enrollment Resource Guides for new AD&D plan design plus rates
Short Term Disability	No Evidence of Insurability (EOI) required this AE! \$0.30 per \$100 of Monthly Earnings
Long Term Disability	No Evidence of Insurability (EOI) required this AE! \$0.34 per \$100 of Monthly Earnings
Tobacco Premium Program \$0 to \$90 per month based upon tobacco user status	

* Age and salary-based premiums may change depending on your age and salary as of September 1, 2024.
Basic Coverage package includes medical, prescription, \$50K Basic Life, and \$50K Basic AD&D for employees.



Annual Enrollment
utbenefits.link/AE

Available at
utbenefits.link/AE



BASIC COVERAGE PACKAGE WAIVER

New: Members enrolled in a TRICARE or outside Medicare health plan can waive UT SELECT*

*Waiving medical waives the complete Basic Coverage Package of Medical, Prescription, Basic Group Term Life, and Basic AD&D.



PLAN DESIGN

No change to core medical and prescription:

- » Co-pays
- » Deductibles
- » Co-insurance
- » Out-of-pocket maximums

PLAN DESIGN



Changes to Progyny fertility benefits



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UT SELECT BENEFITS ENDING

» **Teladoc (formerly Livongo)**

» **Omada Health**

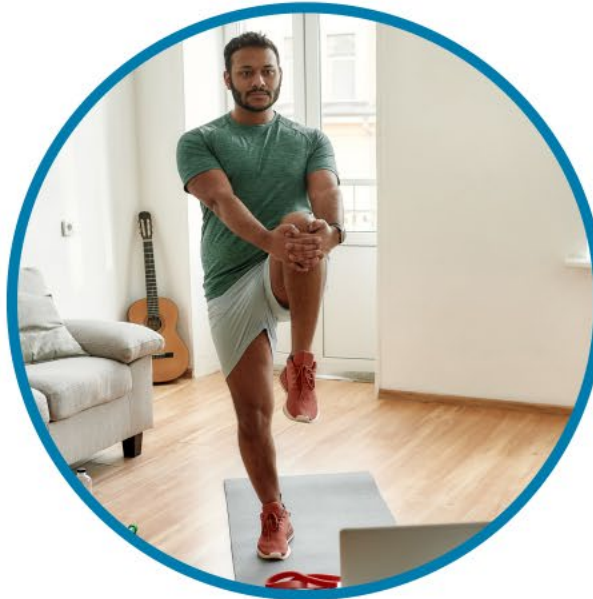


BCBS Health Advocates
available to discuss options

CONTINUING BENEFITS



MDLIVE






HINGE HEALTH




WONDR HEALTH

UT LIVING WELL PLATFORM POWERED BY LIMEADE




[HOME](#) [DISCOVER](#) [MY RESULTS](#) [MY POINTS](#) [SERVICES](#) [MANAGE](#)   1,885 points


Trending Now




Stick to Your Grocery List



Reduce One Recurring Expense



Start a Family Tradition



Go on a Daytime Adventure

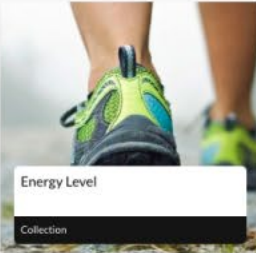
▼ Show all

Collections

Explore Collections


Investigate topics of interest with activity collections. Select from topic-specific activities or work your way through full collections to master areas that matter to you.

View all



Energy Level

Collection

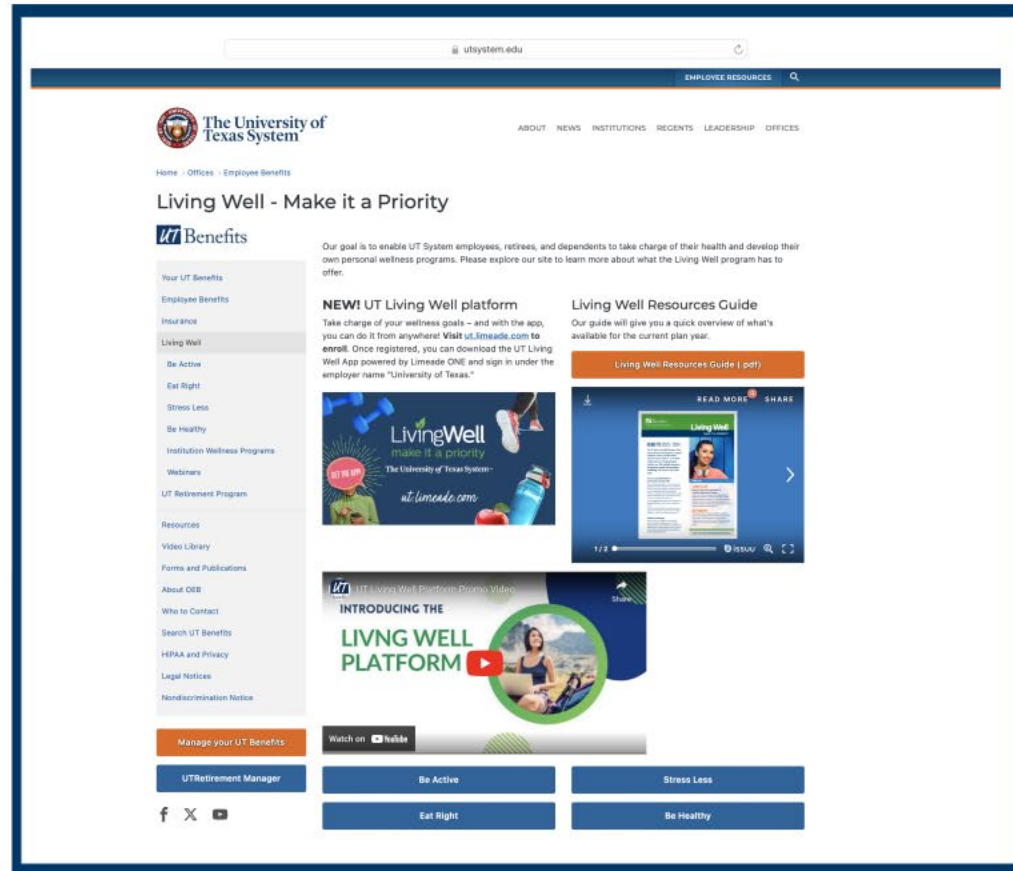


Heart Health

Collection

UT LIVING WELL PROGRAM

UT Living Well website:
utbenefits.link/LivingWell



VOLUNTARY COVERAGE



DENTAL



Plan design

No changes

Premium rates

Dental & Dental Plus:
no change

DeltaCare Dental HMO:
slight decrease

VISION



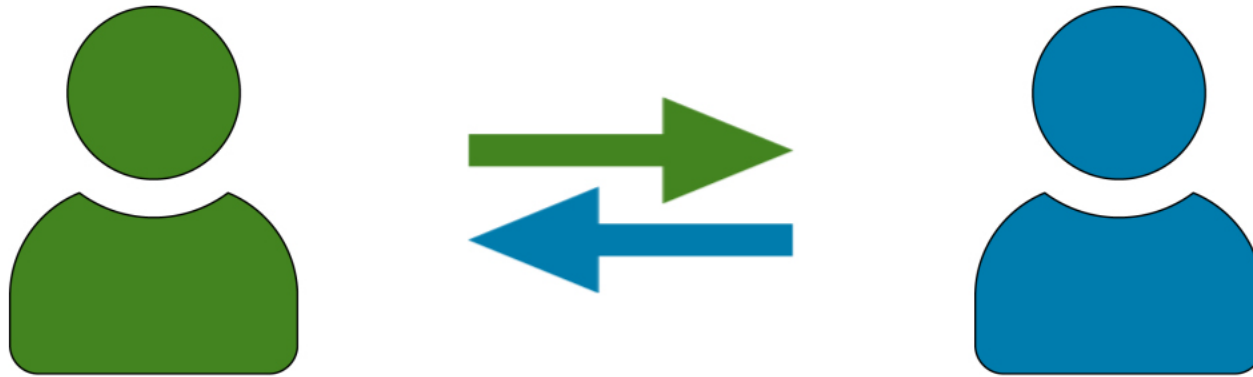
No plan design changes



No rate changes

VOLUNTARY GROUP TERM LIFE

Dual Voluntary Life Insurance Coverage



May also cover same dependent(s) with \$10,000 dependent voluntary life coverage

VOLUNTARY GROUP TERM LIFE

Evidence of Insurability (EOI) is required to add or increase:

- Employee Voluntary Group Term Life Insurance
- Spouse Voluntary Group Term Life insurance

SHORT- AND LONG-TERM DISABILITY



SPECIAL OPPORTUNITY ***THIS ANNUAL ENROLLMENT***

Can elect Short-Term or Long-Term Disability
without Evidence of Insurability (EOI)



ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

CURRENT:

\$10,000 increments

\$2 million maximum

SEPTEMBER 1, 2024:

1-10x annual compensation

\$2 million maximum

Current participants: coverage converted and mapped forward

Evidence of Insurability is never required for AD&D

PREMIUM RATE BRACKETS

	Salary-based	Age-based
Disability	X	
AD&D	X	X
Voluntary Group Term Life	X	X

Your premium rate bracket may change depending on your age and salary on September 1, 2024.

UT FLEX

Save money with UT FLEX Flexible Spending Accounts!



UT FLEX

Annual contribution limits

Health Care Reimbursement Account (HCRA)



\$3,200

November 15, 2024:
Deadline to incur
2023-24 HCRA expenses

UT FLEX

Annual contribution limits

Dependent Care Reimbursement Account (DCRA)



\$5,000

per family

UT FLEX

inspiraTM
FINANCIAL

New UT FLEX administrator



New debit cards

UT SAVER



UTSAVER VOLUNTARY RETIREMENT PROGRAMS

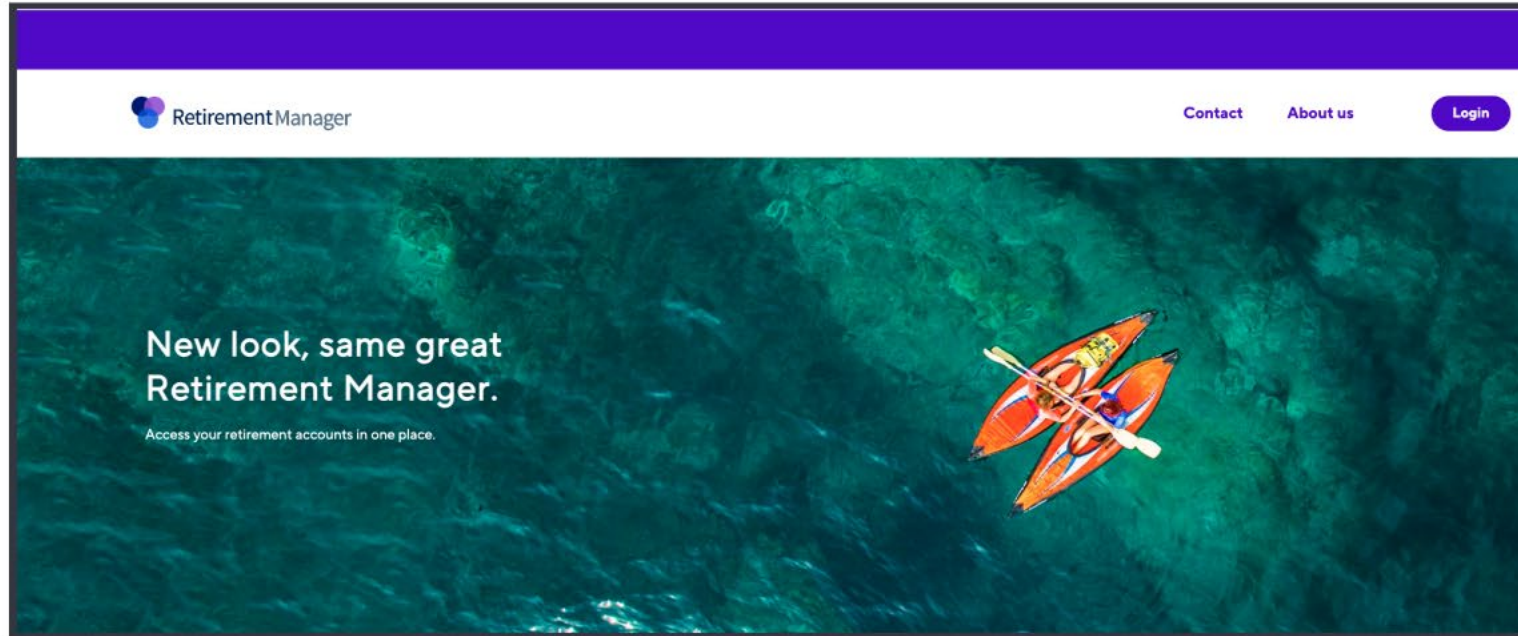


For all employees
(except contract employees)



Enroll or update contributions
at any time.

UT RETIREMENT MANAGER



UTRetirement Manager (UTRM): myretirementmanager.com

Already registered for UTRM? You can log in through *My UT Benefits*.

REMINDERS



BEFORE ANNUAL ENROLLMENT



Review:

Current elections on *My UT Benefits*



Read:

Office of Employee Benefits materials

Communications from your HR/Benefits Office



DURING ANNUAL ENROLLMENT



Make your elections!

Election window open through 11:59 pm CT on July 31

[Closes at 11:59 pm MT for members in Mountain Time Zone]



Review:

Confirmation Statement in *My UT Benefits*

AFTER ANNUAL ENROLLMENT



Submit by August 15:

If required for your elections

Evidence of Eligibility (EOE)

Evidence of Insurability (EOI)

Evidence of Waiver (EOW)



Expect new cards:

ID cards for any new plans elected

AVAILABLE RESOURCES



Social media:
@utbenefits



Office of Employee Benefits:
utsystem.edu/benefits



HR/Benefits Offices:
utbenefits.link/hrcontacts

Thank you for allowing us to take care
of you and your family's benefits.

We wish you a successful year with
The University of Texas System.



The University *of* Texas System