

ANNUAL ENROLLMENT GUIDE FOR EMPLOYEES

Plan Year 2023-24



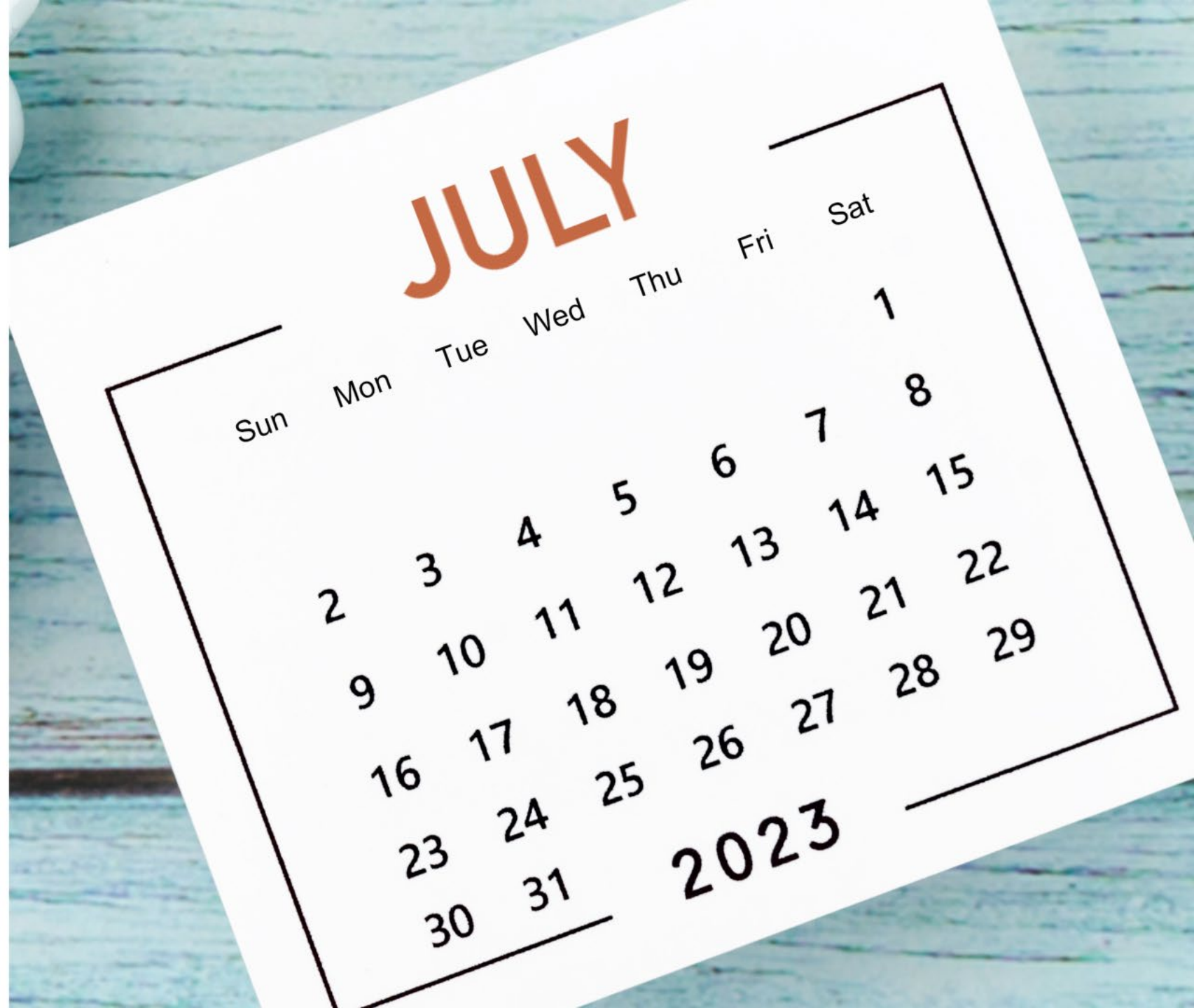
ANNUAL ENROLLMENT
2023-24

TOPICS:

- ✓ Enrollment information
- ✓ Plan updates
- ✓ Reminders
- ✓ Resources

Annual Enrollment details:
utbenefits.link/AE

ENROLLMENT INFORMATION



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 BCBS of Texas 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 programs contributions



If you want a UT FLEX Healthcare or Dependent Care Reimbursement Account for 2023-24, 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

Electronic portal

Information and links:
utbenefits.link/manage

The screenshot shows the My UT Benefits website. At the top left is the University of Texas System logo. To the right are navigation links: ABOUT, NEWS, INSTITUTIONS, REGENTS, LEADERSHIP, OFFICES. Below the logo is a breadcrumb trail: Home > Offices > Employee Benefits > Insurance. The main heading is "Managing your UT Benefits". A left sidebar contains a menu with items like "Your UT Benefits", "Employee Benefits", "Insurance", "Active Employee Insurance", "Retired Employee Insurance", "UT CONNECT Medical", "UT Health Network", "Premium Rates", "COBRA Coverage", "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", and "Who to Contact". The "Managing your UT Benefits" item is highlighted. The main content area features a "PLEASE NOTE" section with browser recommendations and a "PLEASE NOTE" section with login assistance information. Below this is a "Login Options for My UT Benefits" section with two columns: "All UT Institutions (except UT Austin)" and "UT Austin (only)". The "All UT Institutions" column has buttons for "Active Employee Login" and "Retired Employee Login". The "UT Austin" column has a button for "UT Austin Active & Retired Employee Login". Below the login options is a link to a PDF: "How to Log In to My UT Benefits for Retirees (.pdf)". A note below the PDF link says: "(Surviving Dependents and COBRA participants, please use the Retired Employee Login button above.)". The "Mobile App" section has a "DOWNLOAD THE APP TODAY!" heading and text: "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." Below this is a list of benefits: "With the Benefitplace™ app you can:" followed by a bullet point: "Quickly view benefit information and account balances;". To the right of the mobile app section is an "INSTALL THE APP" section with a list of steps: "1. Install the Benefitplace™ app Available from Google Play and Apple App Store", "2. Enter the company ID for your institution (see list below)", and "3. Log into your benefits using the same username and password you use on your computer." Below the steps is a button labeled "Benefitfocus App".

The University of Texas System

ABOUT NEWS INSTITUTIONS REGENTS LEADERSHIP OFFICES

Home > Offices > Employee Benefits > Insurance

Managing your UT Benefits

UT Benefits

Your UT Benefits

- Employee Benefits
- Insurance
 - Active Employee Insurance
 - Retired Employee Insurance
- UT CONNECT Medical
- UT Health Network
- Premium Rates
- COBRA Coverage
- 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

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.

Login Options for *My UT Benefits*

All UT Institutions <i>(except UT Austin)</i>	UT Austin <i>(only)</i>
Active Employee Login	UT Austin Active & Retired Employee Login
Retired Employee Login	

[How to Log In to My UT Benefits for Retirees \(.pdf\)](#)

(Surviving Dependents and COBRA participants, please use the Retired Employee Login 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;

INSTALL THE APP

- Install the Benefitplace™ app**
Available from Google Play and Apple App Store

[Benefitfocus App](#)

- Enter the company ID** for your institution (see list below)
- Log into your benefits using the **same username and password you use on your computer.**

MEDICAL PLAN UPDATES



UT CONNECT ACO

Pilot program ends on August 31, 2023.

Current UT CONNECT members automatically transition to UT SELECT on September 1, 2024.

PREMIUM RATES

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

There will be a premium rate increase for UT SELECT for Plan Year 2023-24.

PREMIUM RATES

Full-time benefits-eligible employees:

Premium sharing covers **100%** of your medical plan premium.

Part-time benefits-eligible employees:

Premium sharing covers **50%** of your UT SELECT premium.

All premiums on the Annual Enrollment webpage: utbenefits.link/AE

PLAN DESIGN

Out-of-Pocket Maximum increases:

- \$9,100/individual
- \$18,200/family

No change to deductibles, coinsurance, or copays

PRESCRIPTION DRUGS

- No change to prescription deductible or copays
- Wegovy and Saxenda no longer covered

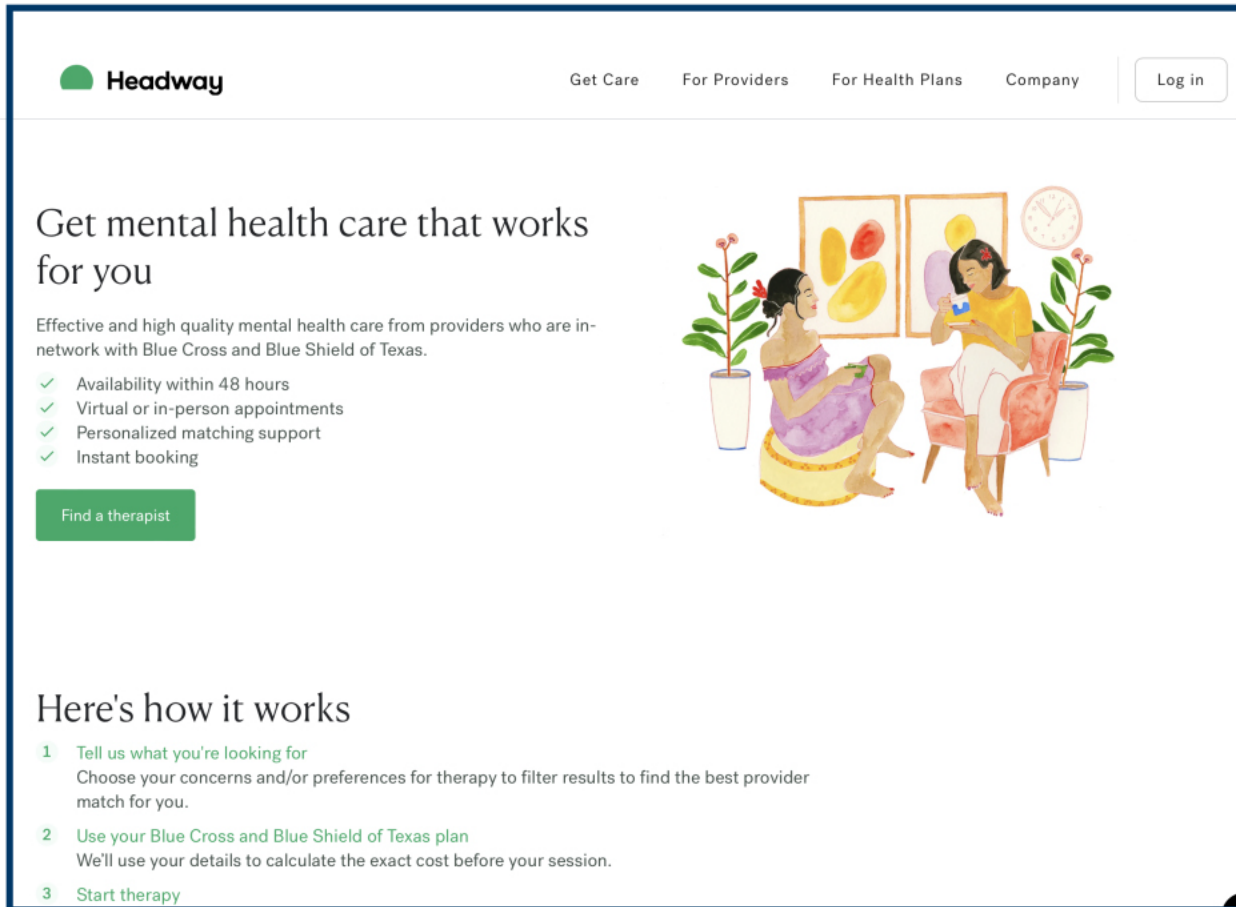




UT SELECT MEMBER BENEFITS

New!

HEADWAY BEHAVIORAL HEALTH



The screenshot shows the Headway website interface. At the top left is the Headway logo. To the right are navigation links: "Get Care", "For Providers", "For Health Plans", and "Company". A "Log in" button is located in the top right corner. The main content area features the headline "Get mental health care that works for you" followed by a sub-headline: "Effective and high quality mental health care from providers who are in-network with Blue Cross and Blue Shield of Texas." Below this is a list of four benefits, each with a green checkmark: "Availability within 48 hours", "Virtual or in-person appointments", "Personalized matching support", and "Instant booking". A green button labeled "Find a therapist" is positioned below the list. To the right of the text is an illustration of two women sitting in armchairs in a therapy session, with a clock and framed art in the background. Below the illustration is the heading "Here's how it works" followed by a three-step process: 1. "Tell us what you're looking for" (Choose your concerns and/or preferences for therapy to filter results to find the best provider match for you.), 2. "Use your Blue Cross and Blue Shield of Texas plan" (We'll use your details to calculate the exact cost before your session.), and 3. "Start therapy".

Headway

Get Care For Providers For Health Plans Company Log in

Get mental health care that works for you

Effective and high quality mental health care from providers who are in-network with Blue Cross and Blue Shield of Texas.

- ✓ Availability within 48 hours
- ✓ Virtual or in-person appointments
- ✓ Personalized matching support
- ✓ Instant booking

Find a therapist

Here's how it works

- 1 Tell us what you're looking for
Choose your concerns and/or preferences for therapy to filter results to find the best provider match for you.
- 2 Use your Blue Cross and Blue Shield of Texas plan
We'll use your details to calculate the exact cost before your session.
- 3 Start therapy

Personalized provider
matching +
appointment booking:
headway.co/m/bcbstx

SERVICES CONTINUING FOR PLAN YEAR 2023-24



LivingWell make it
a priority
utbenefits.link/LivingWell

UT LIVING WELL PLATFORM POWERED BY LIMEADE

Details:

Personalized, holistic well-being experience to meet your health goals.



ut.limeade.com

The screenshot displays the LivingWell platform interface. At the top, the navigation bar includes the LivingWell logo, menu items (HOME, DISCOVER, MY RESULTS, MY POINTS, SERVICES), a MANAGE dropdown, a notification bell, a green profile icon, and a points balance of 1,735. The main content area is titled 'Discover' and features a 'Featured Activity' carousel with two items: 'We Can Do More' (50 points) and 'Yoga: Afternoon Boost' (50 points). Below this is a 'Recommended by UT Living Well' section with a carousel of four items: 'Track 10,000 Steps (Daily)' (25 points), 'Stress and Your Body' (50 points), 'Healing with Forgiveness' (50 points), and 'Go Exploring' (25 points). The interface uses a clean, modern design with blue and white tones and includes navigation arrows and indicator dots for the carousels.

VOLUNTARY PLANS



UT FLEX

Annual contribution limits

Health Care
Reimbursement Account (HCRA)

\$3,050

November 15, 2023:
Deadline to incur
2022-23 HCRA expenses

Dependent Care
Reimbursement Account (DCRA)

\$5,000 per family

VOLUNTARY COVERAGES

No plan design or premium rate changes:

Dental

Vision

Short-Term Disability

Long-Term Disability

Voluntary Group Term
Life Insurance

Voluntary AD&D

VOLUNTARY COVERAGES

Premium Rate Baskets

For Disability, AD&D, and
Voluntary Group Term Life

Coverage rates are based on
your age and salary.

Your premium rate bracket may
change September 1, 2023.

Evidence of Eligibility

- Required to add disability coverage
- Required add/increase
voluntary life insurance



Definition: A health questionnaire
reviewed by Blue Cross Blue
Shield of Texas Ancillary.

UTSAVER

**VOLUNTARY RETIREMENT
SAVINGS PROGRAMS**



UTSAVER VOLUNTARY RETIREMENT PROGRAMS



Extra way to save up for retirement.



Enroll or update contributions
at any time.



UTRetirement Manager (UTRM):
myretirementmanager.com

REMINDERS



BEFORE ANNUAL ENROLLMENT

- ➔ Review your current elections on *My UT Benefits*.
- ➔ Review information from The Office of Employee Benefits.
 Annual Enrollment newsletter emailed around July 15.
- ➔ Watch for communications from your HR/Benefits Office.

DURING ANNUAL ENROLLMENT



Make your elections through 11:59 pm* on July 31.

*11:59 pm CT / 11:59 pm MT for members in Mountain Time zone



Review your Confirmation Statement in
My UT Benefits after you enroll.

AFTER ANNUAL ENROLLMENT

- ➔ Submit any required Evidence of Eligibility (EOE), Evidence of Insurability (EOI), or Evidence of Waiver on *My UT Benefits* by August 15.
Information about waiving coverage: utbenefits.link/EmpPremiumSharing.
- ➔ Expect new ID cards for UT SELECT and any new plans elected.
- ➔ Keep your UT FLEX Debit Card if you are continuing UT FLEX.

RESOURCES



RESOURCES

The 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.

