

2022 BENEFITS SUMMARY

FACULTY AND STAFF

Revised 11.09.2021

“The University of Iowa offers one of the most competitive, comprehensive benefit packages around, with programs that enhance the health and well-being of our employees.”

HEALTH & DRUG PLANS

Two medical plans: **UIChoice** and **UISelect**

UICHOICE PLAN HIGHLIGHTS

- Choose any provider you wish!
- Higher premium, lower out-of-pocket costs
- 3 provider networks nationwide
- Out-of-pocket max (OPM)
 - Participating providers: \$1,700 single/\$3,400 family;
 - Level 3 Non-participating: \$2,000 single/\$4,000 family

PHARMACY | Blue Rx Complete

- 4 tier prescription benefit
- Free generic drugs
- Out-of-pocket max = \$1,100 single/\$3,400 family

UISELECT PLAN HIGHLIGHTS

- Covers only providers in Iowa
- Lower premium, higher out-of-pocket costs
- Zero dollar premium for single only/double spouse family
- Out-of-pocket max (OPM)
 - Level 1: \$2,000 single and \$3,400 family;
 - Level 2: \$3,000 single and \$6,000 family

PHARMACY | Blue Rx Value Plus

- 3 tier prescription benefit
- Free generic drugs
- Out-of-pocket max = \$1,100 single/\$3,400 family

DENTAL PLAN

DENTAL II PLAN HIGHLIGHTS

- Choose any provider you wish!
- Employee only coverage is free
- \$2k max annual benefit, up to \$4k carryover
- 2 diagnostic/preventative visits per year
- Orthodontia coverage for children and adults

3 TIER PROVIDER NETWORK

- Tier 1 - PPO Network
- Tier 2 - Regular Delta Dental Network
- Tier 3 - Non-participating providers

RETIREMENT

Employees expected to work 6 months or more, **MUST** participate in a retirement program. (Not all employee categories are eligible) **Two plans to choose from:**

Iowa Public Employees Retirement System (IPERS)

- Defined benefit plan or "traditional pension plan"
- Retirement income determined with a formula based on years of service and salary earned
- Employee contribution 6.29%; UI contribution 9.44% thru 6/30/2022
- Vested after 7 years or at age 65

Teacher's Insurance Annuity Association (TIAA)

- Defined contribution plan - 403(b)
- Employee contributes 3.33% on 1st \$4,800 of salary per year for first 5 yrs and then 5% after.
- UI contributes 6.66% on 1st \$4,800 of salary per year for first 5 yrs and then 10% after.
- Both employee and UI contributions are fully and immediately vested

DISABILITY & ACCIDENTAL INSURANCE

LONG-TERM DISABILITY

- University-paid benefit
- 60% salary replacement for up to 2 years or longer for employees who become disabled while actively employed
- Max benefit is \$300,000 per year

ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)

- Voluntary benefit
- Coverage is available in \$100,000 increments up to a max of \$1,000,000

LIFE INSURANCE

GROUP LIFE

- University paid benefit.
- UI funds 2x's your salary
- Max coverage amount is \$400,000

VOLUNTARY TERM LIFE

- Coverage: .5 to 3.5 times your salary
- Max coverage amount is \$1 million

DEPENDENT LIFE

- Premium paid on an after-tax basis
- Must enroll in voluntary term life to elect dependent life

FLEXIBLE SPENDING ACCOUNTS (FSA)

HEALTH CARE FSA

- Contribute up to \$2,750 annually
- Reimbursed for eligible medical expenses (e.g., copays, deductibles, Rx, vision & dental)

DEPENDENT CARE FSA

- Contribute up to \$5k annually
- Reimbursement of eligible expenses for the care of a qualified individual.

GENERAL/SHARED SAVINGS CREDITS

GENERAL CREDIT

- Every regular benefit eligible employee will receive \$90/month in general benefits credits to reduce the cost of elected benefits.
- Only to be used toward the cost of before-tax benefits.

SHARED SAVINGS CREDITS

- Waive university-offered dental insurance and you will receive a \$25 credit per month.
- If your base salary is greater than \$25k and you elect \$50k in group life insurance, you will receive a \$40 credit per month.

Please note this document is a high-level summary of most benefits offered by the University of Iowa. Not all employee categories are eligible for some benefits offerings. Review eligibility on our website at: <https://hr.uiowa.edu/benefits>.

VACATION, SICK LEAVE & PAID HOLIDAYS

Most full and part-time faculty and staff are eligible for vacation/sick time (some employment types are not eligible).

VACATION

- Accrued for full-time faculty and P&S staff at 16 hours per month.
- SEIU and merit staff accrue based on a tiered schedule
- Part-time staff accrue at the fractional equivalent of full-time employment.

SICK LEAVE

- Accrued for full-time faculty and staff at 12 hours per month
- Unlimited maximum accrual
- Ability to transfer sick leave to vacation

FAMILY CAREGIVING LEAVE

- 40 hrs sick leave max/year to use for the care of ill or injured immediate family members
- Unused time will be carried over to next calendar year, up to 80hrs

PAID HOLIDAYS (9)

* May vary based on work schedule

- New Year's Day
- Martin Luther King Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day & Friday after
- Christmas Day + 1 add'l day that is determined by the university

VOLUNTARY INSURANCE PROGRAMS

SAVING EXTRA FOR RETIREMENT

403(b) Voluntary Retirement Savings Program

- Make additional pre-tax or after-tax contributions into a retirement account
- 6 vendor options

457(b) Deferred Compensation Program

- Make additional pre-tax or after-tax contributions into a retirement account
- TIAA is currently the only vendor

VISION INSURANCE

- You may purchase vision insurance through Two Rivers Insurance Services
- Two plans: Avesis and EyeMed
- More info at: <http://uofi.benefitiowa.com/>

OTHER INSURANCE PROGRAMS

- Long-term care
- Accident insurance
- Critical illness insurance
- Short-term disability
- Whole life insurance
- Auto insurance and more

EMPLOYEE DISCOUNTS

UI OPTICAL

- Receive a discount at UI Optical-UIHC & UI Optical-IRL
- 15% discount on complete purchase of glasses and 10% discount on LASIK and PRK surgery

DELTA DENTAL VISION

- Participants of Delta Dental receive a discount at EyeMed vision providers
- For more info, visit: deltadentalia.com/deltavision

EMPLOYEE DISCOUNT PROGRAM

- Receive discounts on hundreds of goods and services from 3rd party vendors
- Visit: <http://bit.ly/UIEmployeeDiscountProgram>

Our employees' health & well-being, investments in a secure future, and work/life balance is...

**OUR #1
PRIORITY.**

EMPLOYEE WELL-BEING

liveWELL

- Earn liveWELL Points for taking your personal health assessment.
- Free health coaching either in-person, or via phone, Zoom/Skype, or email.
- Earn an incentive worth 50 percent of their monthly recreation membership fee.
- Learn more at hr.uiowa.edu/livewell

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- EAP provides short-term counseling for employees & their families
- Behavioral health consultation for managers/supervisors
- Learn more at <http://bit.ly/employeeassistanceprogram>

FAMILY SERVICES

- Child Care and New Parent Resources
- Adoption Resources
- Private appointments with elder-care specialists
- Financial education opportunities
- Consultation on flexible work arrangements
- Learn more: hr.uiowa.edu/family-services

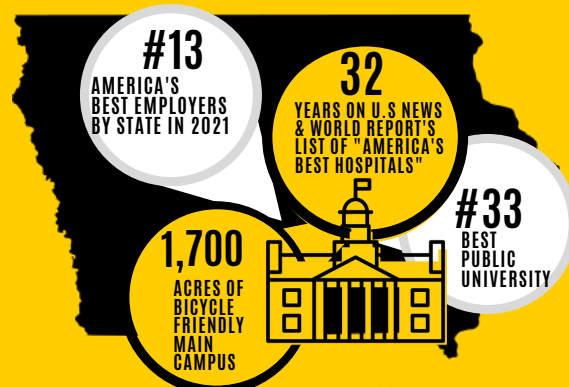
ERGONOMICS PROGRAM

- Program focuses on safety, health and well-being of all faculty and staff
- Education and risk assessments by request
- Learn more at hr.uiowa.edu/well-being/ergonomics-program

FAMILY AND MEDICAL LEAVE

An eligible employee will receive a total of 12 work weeks (up to 480 hrs) during the calendar year for the following reasons:

- birth of a child
- adoption
- care for a family member with a serious health condition
- qualifying military-related leaves
- Learn more at <https://hr.uiowa.edu/support/faculty-and-staff-disability-services/family-and-medical-leave-act-fmla>



Find more information about benefits at hr.uiowa.edu/benefits

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