

2023 BENEFITS SUMMARY

FACULTY AND STAFF

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>.

HEALTH INSURANCE

Two health plans: UIChoice and UISelect

UICHOICE PLAN HIGHLIGHTS

- Choose any provider you wish!
- Higher premium, lower out-of-pocket costs
- 3 provider networks
- Out-of-pocket max (OPM)
 - Participating providers: \$2,000 single/\$4,000 family;
 - Level 3 Non-participating: \$2,500 single/\$5,000 family
- 4-tier prescription benefit
 - Free generic drugs
 - Out-of-pocket max = \$1,600 single/\$3,200 family

UISELECT PLAN HIGHLIGHTS

- Only covers 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: \$2,300 single and \$4,000 family;
 - Level 2: \$3,500 single and \$7,000 family
- 3-tier prescription benefit
 - Free generic drugs
 - Out-of-pocket max = \$2,000 single/\$4,000 family

DENTAL INSURANCE

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 6/30/2023
- 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

LIFE, DISABILITY & ACCIDENT 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

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

FLEXIBLE SPENDING ACCOUNTS (FSA)

HEALTH CARE FSA

- Contribute up to \$2,850 annually
- Reimbursement 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 (child under age 13, or spouse/partner who is incapable of self-care)

GENERAL/SHARED SAVINGS CREDITS

GENERAL CREDIT

- Regular benefit eligible employees will receive \$90/month in general benefit 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 receive a \$25 credit per month.
- If base salary exceeds \$25k and you elect \$50k in group life, you receive a \$40 credit per month.

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/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 80 hrs

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 BENEFIT 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 World Insurance Associates LLC
- Two plans: Avesis and EyeMed
- More info at: <http://uofi.benefitiowa.com/>

OTHER INSURANCE PROGRAMS

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

ADOPTION ASSISTANCE PILOT PROGRAM

- Provides reimbursement for a portion of expenses resulting from adopting an eligible child
- Adoption assistance of \$2,000 per finalized adoption, and a lifetime maximum of two adoptions per eligible employee
- Read more about program eligibility and qualified reimbursement of adoption expenses at: hr.uiowa.edu/benefits/voluntary-benefits/adoption-assistance

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>

REVITALIZE U MED SPA & SALON

- Revitalize U partners with UI Health Care providers to offer high-quality medical spa services.
- Receive a 10% discount on any salon and med spa treatment with proof of employment
- Visit: <https://www.revitalizeuspa.com/>

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

OUR #1 PRIORITY.

EMPLOYEE WELL-BEING

liveWELL

- Complete your Personal Health Assessment (PHA) to unlock all of your liveWELL benefits
- Earn liveWELL Points and get access to wellness programs
- Work with a health coach and create a personalized plan to manage stress, become more physically active, improve nutrition habits, and more
- Earn an incentive worth 50 percent of a monthly recreation membership fee
- Learn more at hr.uiowa.edu/livewell

EMPLOYEE ASSISTANCE PROGRAM (EAP)

- EAP provides FREE 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
- Private appointments with elder-care specialists
- Financial education opportunities
- 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 or adoption of a child
- 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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