

# 2024 BENEFITS SUMMARY

## HEALTH INSURANCE

Two plans available:

### 1 UISELECT PLAN

- Only covers providers in Iowa
- Lower premium, higher out-of-pocket costs
- \$0 premium for single only/double spouse family
- Out-of-pocket max (OPM):
  - Level 1: \$2,300 single or \$4,000 family
  - Level 2: \$3,500 single or \$7,000 family
- 3-tier prescription benefit with free generic drugs
  - Pharmacy annual OPM: \$2,000 single or \$4,000 family

### 2 UICHOICE PLAN

- Choose any in-network provider
- Higher premium, lower out-of-pocket costs
- OPM:
  - Participating providers: \$2,000 single or \$4,000 family
  - Non-participating providers: \$2,500 single or \$5,000 family
- 4-tier prescription benefit with free generic drugs
  - Pharmacy annual OPM: \$1,600 single or \$3,200 family

## DENTAL INSURANCE

### DENTAL II PLAN

- Choose any provider
- Free employee-only coverage
- \$2,000 max annual benefit, up to \$4,000 carryover
- 2 diagnostic/preventive visits per year
- Orthodontia coverage for children and adults
- 3-tier provider network (PPO, regular Delta Dental® network, and non-participating providers)

## GENERAL/SHARED SAVINGS CREDITS


### GENERAL CREDIT

- Benefit-eligible employees receive \$90 per month in general benefit credits (to reduce the cost of elected benefits)
- Can use only towards costs of before-tax benefits

### SHARED SAVINGS CREDITS

- Waive UI-offered dental insurance for \$25 credit per month
- If base salary exceeds \$25,000 and you select \$50,000 in group life, receive \$40 credit per month

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 at [hr.uiowa.edu/benefits](https://hr.uiowa.edu/benefits).

## RETIREMENT

Every staff member with employment expected to last 6+ months must participate in a retirement program. (Not all employee categories are eligible.)

### IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM (IPERS<sup>SM</sup>)

DEFAULT PLAN

- Defined Benefit Pension 401(a) plan
- Retirement income determined with a formula based on years of service and salary earned
- Vested after 7 years or at age 65
- Contributions:

<i>standard</i>	<i>protection occupations</i>
Employee 6.29%	Employee 6.21%
University 9.44%	University 9.31%

Effective 7/1/23-6/30/24

### TEACHERS INSURANCE ANNUITY ASSOCIATION (TIAA<sup>®</sup>)

- Defined Contribution 403(b) plan
- Both contributions are fully and immediately vested
- Contributions for the first 5 years:

<i>based on first \$4,800 of earned salary</i>	<i>after \$4,800 earned</i>
Employee 3.33%	Employee 5%
University 6.66%	University 10%

In addition to the above choices, UI offers the following plans (but does not contribute.)

### RETIREMENT SAVINGS PROGRAM (voluntary)

- A 403(b) plan with 6 vendor options

### DEFERRED COMPENSATION PROGRAM (voluntary)

- A 457(b) plan with TIAA as the only vendor

## LIFE, DISABILITY & ACCIDENT INSURANCE

### GROUP LIFE (university-paid)

- UI funds 2x your salary (max \$400,000)

### LONG TERM DISABILITY (university-paid)

- 60% salary replacement for up to 2 years (max \$300,000 per year)

### VOLUNTARY TERM LIFE (voluntary)

- .5-3.5x your salary (max \$1,000,000)

### DEPENDENT LIFE (voluntary)

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

### ACCIDENTAL DEATH & DISMEMBERMENT (voluntary)

- Coverage available in \$100,000 increments (max \$1,000,000)

MORE ►

## FLEXIBLE SPENDING ACCOUNTS (FSA)

### HEALTH CARE FSA

- Contribute up to \$3,050 per year tax-free for reimbursement of eligible medical expenses

### DEPENDENT CARE FSA

- Contribute up to \$5,000 per year; tax-free reimbursement available for eligible care expenses for qualified individuals

## VOLUNTARY BENEFIT PROGRAMS

Learn more about these voluntary benefit programs and more at [hr.uiowa.edu/benefits/employee-benefits/regular-faculty-staff-benefits/voluntary-benefits](http://hr.uiowa.edu/benefits/employee-benefits/regular-faculty-staff-benefits/voluntary-benefits).

### ADOPTION ASSISTANCE PILOT PROGRAM

- Reimbursement of eligible adoption expenses; limited to \$2,000 per finalized adoption (lifetime max: 2 adoptions per eligible employee)

### VISION INSURANCE

- Avesis® or EyeMed, available for purchase through World Insurance Associates LLC

## TIME-OFF BENEFITS

Full- and part-time faculty and staff are eligible for vacation and sick time (some employment types aren't eligible).

### VACATION

- Full-time faculty and P&S staff accrue 16 hours per month
- Service Employees International Union (SEIU) and merit staff accrue based on a tiered schedule
- Part-time staff accrue at the fractional equivalent of full-time employment

### SICK LEAVE

- Full-time employees accrue 12 hours per month with unlimited maximum accrual; can transfer sick leave into vacation time

### FAMILY CAREGIVING LEAVE

- 40 hours sick leave per year available for care of sick or injured immediate family members; up to 80 hours unused time can carry over to next calendar year

### PAID HOLIDAYS

- 9 paid holidays (may vary, based on work schedule)

## EMPLOYEE DISCOUNTS

### UI OPTICAL

- Discounts available at UI Optical UIHC and UI Optical-IRL with 15% off on complete purchase of glasses and 10% savings on LASIK and PRK surgery

### DELTA DENTAL VISION

- Delta Dental members receive discounts at EyeMed® vision providers; learn more at [deltadentalia.com/deltavision](http://deltadentalia.com/deltavision)

### EMPLOYEE DISCOUNT PROGRAM

- For discounts on hundreds of goods and services from third-party vendors, visit [bit.ly/UIEmployeeDiscountProgram](http://bit.ly/UIEmployeeDiscountProgram)

### REVITALIZE U MED SPA & SALON

- Revitalize U partners with UI Health Care providers to offer high-quality medical services, including a 10% employee discount on any salon or med-spa treatment; visit [revitalizeuspa.com](http://revitalizeuspa.com) to learn more

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

**OUR #1 PRIORITY.**

## EMPLOYEE WELL-BEING

### liveWELL

[hr.uiowa.edu/livewell](http://hr.uiowa.edu/livewell)

### EMPLOYEE ASSISTANCE PROGRAM (EAP)

[bit.ly/employeeassistanceprogram](http://bit.ly/employeeassistanceprogram)

### FAMILY SERVICES

[hr.uiowa.edu/well-being/family-services](http://hr.uiowa.edu/well-being/family-services)

### ERGONOMICS PROGRAM

[hr.uiowa.edu/well-being/ergonomics-program](http://hr.uiowa.edu/well-being/ergonomics-program)

### FAMILY AND MEDICAL LEAVE (FMLA)

[hr.uiowa.edu/support/faculty-and-staff-disability-services/family-and-medical-leave-act-fmla](http://hr.uiowa.edu/support/faculty-and-staff-disability-services/family-and-medical-leave-act-fmla)


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This summary was produced by the University Benefits Office, 120 University Services Bldg, Iowa City, IA 52242

 [benefits@uiowa.edu](mailto:benefits@uiowa.edu)

 (319) 335-2676

 [hr.uiowa.edu/benefits](http://hr.uiowa.edu/benefits)