

2019 Benefit Highlights

No Change to Employee Premiums!

2019 Employee Monthly Medical Premiums

	<u>EE Only</u>	<u>EE + Spouse</u>	<u>EE + Child(ren)</u>	<u>EE + Family</u>
PPO 90	\$255	\$800	\$535	\$965
PPO 80 A	\$180	\$540	\$375	\$655
PPO 80 B	\$45	\$120	\$90	\$145
HDHP	\$0	\$0	\$0	\$0

Important Dates!

Make sure to attend the **Open Enrollment Meetings** with representatives from our vendors: October 29th from 10:00a – 11:00a and 1:30p – 2:30p. **Round table discussions will occur after the meetings to answer all questions.** Employee enrollment training for bSwift will occur the following dates: October 30th from 10:30a - 11:00a and October 31st from 3:00 - 3:30P

Open Enrollment

You can make changes for 2019 via bSwift during Open Enrollment, November 5-15:

- We are excited to announce the University will again fully fund the High Deductible Health Plan at no premium cost to the employee and dependents
- You are **required** to make changes via bSwift if you want to participate in the Flexible Spending Accounts (FSA) or the Health Savings Account (HSA) in 2019.

bSwift - Online Benefits Portal

bSwift is the University's new, online benefits portal replacing Banner Web. Webinar events are scheduled for enrollment training. Please make every effort to attend.

Prescription Drugs

Express Scripts will continue administering prescription drug benefits through a new arrangement with RxBenefits. You will receive a new ID card from BlueCross BlueShield with updated information.

Vision

EyeMed will continue administering vision benefits and now offers 2 plans:

- Basic Option – Includes Materials only
- Enhanced Option – Includes Eye Exam and Materials

Flexible Spending Accounts

Connect Your Care is replacing Discovery Benefits for the Flexible Spending Account (FSA) and Dependent Care Account (DCA) benefits.

REMINDER - MDLIVE Virtual Visits

Our BCBSTX medical plans includes MDLIVE Virtual Visits. MDLIVE provides you and your covered dependents 24/7/365 access to board-certified physicians for non-emergency medical care through the convenience of phone or video consults.

MDLIVE doctors and therapists can help treat many common medical conditions, including:

- General health issues such as allergies, asthma, nausea, and sinus infections
- Pediatric care such as cold or flu, ear infections, and pinkeye
- Behavioral health issues like anxiety or depression, child behavior or learning issues, and marital problems

To register or learn more about MDLIVE Virtual Visits, visit www.mdlive.com

Spousal Surcharge

If your spouse is eligible for health insurance through their employer, he/she should first review signing up for his or her employer paid medical insurance. If your spouse chooses to forgo his/her employer sponsored health insurance and chooses to be on the University of Dallas plan, there will be a surcharge of **\$500** per month.

Mutual of Omaha Employee Assistance Program

Life's not always easy. Sometimes a personal or professional issue can get in the way of maintaining a healthy, productive life. Mutual of Omaha Employee Assistance Program (EAP) can be the answer for you and your family.

Mutual of Omaha's EAP can assist UD employees and their eligible dependents with personal or job-related concerns, including:

- Emotional well being
- Family and relationships
- Legal and financials
- Healthy lifestyles
- Work and life transitions.

Don't delay if you need help. Visit mutualofomaha.com/eap or call 800-316-2796 for confidential consultation and resource services.

Retirement Contributions

You may change your retirement contributions online at any time. Employees not currently enrolled in the retirement plan have the option to enroll by following these steps:

- Follow the Link to TIAA-CREF to sign up:
<http://www.udallas.edu/offices/hr/employeebenefits/retirement.php>

Affordable Care Act Reporting Requirements

University of Dallas is required to file an information return with the IRS and provide Form 1095-C to employees in early 2019. Form 1095-C indicates:

- if you were offered UD medical coverage in 2018
- if you enrolled yourself, a spouse, and/or children in UD medical coverage in 2018

The Social Security Number (SSN) for anyone enrolled on your UD medical coverage in 2018 must be reported on your Form 1095-C.