BENEFITS OVERVIEW & RESOURCES

• For Help Enrolling Through Workday
  - Contact the Integrated Service Center (ISC)
    - ischelp@uw.edu
    - 206-543-8000

• Resources
  - PEBB Benefits
  - Medical FSA/DCAP
    - https://pebb.naviabenefits.com/
  - HSA
    - https://learn.healthequity.com/pebb/hsa/
  - Retirement Plans
    - https://hr.uw.edu/benefits/retirement-plans/
AGENDA

• PEBB Insurance
• PEBB Pre-tax Spending Accounts
• PEBB Life Insurance
• PEBB Long Term Disability
• Retirement Plans
• Optional Retirement Savings Plans
PEBB INSURANCE BEGIN DATES

Medical, dental, basic life, basic long term disability insurances all begin:

• First day of the month following your date of eligibility
  - Example: Hired into an eligible job on February 16 then your eligibility date is February 16 and your coverage effective date is March 1

  -OR-

• On your date of hire, if it is the first working day of that month
  - Example: The 1st of the month falls on a Saturday:
    - If you start work on the Saturday, PEBB coverage begins Saturday;
    - If you start work the following Monday (standard business week), your PEBB coverages begin on the Monday
PEBB INSURANCE ENROLLMENT

• **Medical:**
  – Enroll yourself & eligible dependents; *or*
  – Enroll yourself but **waive** dependents; *or*
  – Waive yourself – then you **cannot** enroll dependents
    o Future enrollment only allowed at annual open enrollment, or for Qualifying Life Event (Special Open Enrollment (SOE) applies)
    o No payment in lieu of enrollment in medical

• **Dental:**
  – You (employee) are automatically enrolled (cannot waive)
  – Optional to enroll dependents
    o UW pays 100% of the premium for you and dependents

• **Dual state employees:**
  – If you and your Spouse/SRDP (or child) work for a WA State agency/institution, you each **must** enroll for dental with your own agency
**UW Job Changes or Transfers to UW**

- **If you:**
  - Change jobs *within* the UW and remain eligible for PEBB benefits (including a move from temp to permanent);  
    - OR -
  - Transfer to the UW from any other WA State agency or school (with existing full* PEBB coverage);
  
    Then you cannot change PEBB benefits. Your plan year benefit elections remain in place through December 31

- **Exception:**
  - Transfers to UW from a WA State “Medical Group Only” agency can enroll in PEBB Dental, Life and LTD

*Full PEBB includes Medical, Dental, Life, LTD*
CHOOSING A MEDICAL PLAN

• Provider Network – Are your providers in-network?
• Plan Availability - Is it available where you live?
• Compare Plans and Costs:
  – Premiums
  – Deductibles
  – Co-pay (fixed amount) or co-insurance (% of allowed fee)
  – Out of Pocket Limits
• Use online PEBB plan comparison tool:  
  www.hca.wa.gov
• Contact the plans directly to ask questions
Choosing a Medical Plan

All PEBB Medical Plans Offer:

- No pre-existing condition exclusions
- No Lifetime Maximum
- Preventive Care covered 100% in-network
  - US Center for Disease Control (CDC) schedule of services
- Vision is part of medical (including hardware/lens allowance)
- Prescription is part of medical (includes retail; mail-order)
- All plans have deductibles - compare costs
# CHOOSING A MEDICAL PLAN: 3 Design Options

<table>
<thead>
<tr>
<th>DESIGN OPTION</th>
<th>PLANS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Consumer-Directed Health Plan (CDHP)</td>
<td>• Uniform Medical Plan (UMP) CDHP</td>
</tr>
<tr>
<td>(“High Deductible”)</td>
<td>• Kaiser Permanente WA CDHP</td>
</tr>
<tr>
<td></td>
<td>• Kaiser Permanente NW CDHP <em>(Oregon &amp; SW WA only)</em></td>
</tr>
<tr>
<td>Managed Care</td>
<td>• Kaiser Permanente WA Classic</td>
</tr>
<tr>
<td></td>
<td>• Kaiser Permanente WA Sound Choice</td>
</tr>
<tr>
<td></td>
<td>• Kaiser Permanente WA Value</td>
</tr>
<tr>
<td></td>
<td>• Kaiser Permanente NW Classic <em>(Oregon &amp; SW WA only)</em></td>
</tr>
<tr>
<td>Preferred Provider Organizations (PPO)</td>
<td>• UMP – Classic</td>
</tr>
<tr>
<td></td>
<td>• UMP Plus – UW Medicine Accountable Care Network</td>
</tr>
<tr>
<td></td>
<td>• UMP Plus – Puget Sound High Value Network</td>
</tr>
</tbody>
</table>
PREMIUM SURCHARGES (additional fees)

- *May or may not* be required in addition to PEBB medical premiums
  - Your responses to questions during enrollment determine if you will pay
  - Default: You will pay a surcharge if you fail to respond during enrollment

- Two types of surcharges:
  - **Tobacco**
    - Must attest for each enrolled dependent (over age 12)
    - $25 per month if any enrolled member is a recent tobacco user (prior two months)
    - Can change attestation if tobacco use changes
  - **Spousal/SRDP**
    - $50 per month *may apply* if spouse/SRDP has access to other coverage comparable to UMP Classic (enrollment questionnaire will identify if you pay or not)
    - You may be required to re-attest each year at open enrollment, if your spouse remains a covered dependent on your PEBB medical. HCA will notify you.
PEBB DENTAL

- UW pays 100% of premium for employee & dependents (no paycheck deduction)
- You cannot waive dental; but dependent dental coverage is optional

<table>
<thead>
<tr>
<th>3 Plans</th>
<th>Delivery</th>
</tr>
</thead>
<tbody>
<tr>
<td>Uniform Dental Plan</td>
<td>Preferred Provider Organization</td>
</tr>
<tr>
<td></td>
<td>Visit any dentist; preferred provider is less costly</td>
</tr>
<tr>
<td>Willamette</td>
<td>Managed Care</td>
</tr>
<tr>
<td></td>
<td>Only services from network dentists are covered</td>
</tr>
<tr>
<td>DeltaCare</td>
<td></td>
</tr>
</tbody>
</table>
PRE-TAX SPENDING PROGRAMS

- Medical Flexible Spending Account (FSA) – Non-CDHP Plans
- Health Savings Account (HSA) – CDHP Plans only
- Dependent Care Assistance Program (DCAP)
LIFE & AD&D INSURANCE

• UW pays for:
  – Employee Basic Term Life: $35,000
  – Employee Basic AD&D: $5,000

• Term insurance – No Cash Value

• Purchase additional life insurance*:
  – Employee: $10,000 to $1,000,000
  – Spouse or State Registered Domestic Partner: $5,000 - $500,000
  – Children (age 14 days through 26 years): $5,000 - $20,000

• Optional AD&D Insurance for Employee and/or Spouse
  – Employee / Spouse/ SRDP: $10,000 to $250,000
  – Children: $5,000 to $25,000

* Some coverage available w/o Statement of Health within 1st 31 days

Designate your beneficiary at MetLife (not in Workday)
PEBB LONG-TERM DISABILITY

- **Automatically Enrolled in Basic Coverage:**
  - Maximum Benefit: $240 per month
  - Waiting period: 90 days from date of disability
  - Benefit is taxable

- **Optional Coverage Can Be Purchased**
  - 60% of pre-disability income – max salary of $120,000
  - Choice of waiting period: 90 – 360 days
  - Benefit is not taxed

- **LTD insurance is impacted by your leave benefits (if any)**
  - No “short term disability” insurance at UW (UW offers sick leave)
  - UW leave benefits are typically used prior to filing LTD claim

- **Question about leave? Ask your chair, manager or supervisor.**
RETIREMENT
RETIREMENT PLAN ELECTION*

• **30 day choice period:**
  - UW Retirement Plan (UWRP) - 403(b)
  - OR -
  - Public Employees Retirement System (PERS) Plan 3/Teachers’ Retirement System (TRS) Plan 3 - 401(a)

*Prior retirement participation may impact elections*
UW RETIREMENT PLAN (UWRP) 403(b)

• **403(b) Defined Contribution Plan**
  - Your retirement income is based on your plan savings

• **Tax-deferred contributions and growth**

• **Immediate vesting of employee/employer contributions**

• **Retirement from UWRP:**
  • Age 62 regardless of Service Credit years; or
  • Age 55 with 10 or more years of continuous Service Credit (early)
  • Check UWRP Plan Document or summary for additional details

*Assumes no prior PERS/TRS/UWRP participation*
UWRP 403(b)

- Election of UWRP in first 30 days starts your contributions:
  - If you don’t make an election in the first 30 days you will be defaulted into UWRP
  - If you are defaulted in UWRP you must take action to start contributions during the first 24 months

- Fidelity is the recordkeeper for UWRP

- Employee Contributions from eligible UW compensation:
  
  Under age 35  5 %
  Age 35 and over  7.5%
  Age 50 and over  10 % (optional)

- 100% match from UW

- Investment Options are selected by UW
  - Mutual funds; Vanguard Target funds; TIAA annuities
  - Brokerage Window available
**PERS 3/TRS 3 – 401(a)**

- **Hybrid Plans - Combination of:**
  - Defined Benefit pension - paid for by employer contributions **AND**
  - Defined Contribution investment account - employee contributions

- **Returning PERS 3/TRS 3 Members**
  - Once PERS 3/TRS 3 has been elected/defaulted it is irrevocable
  - DRS will confirm to UW any prior plan participation

- **Note**: UWP plan is also a 401(a)
PERS 3/TRS 3 – 401(a)

**DEFINED BENEFIT (Pension)**

- Paid for by *employer* contributions
- Vesting: 10 **Service Credit Years**
  - EXCEPTION: 5 Service Credit years if 12 service credit months are earned after age 44
- Benefits: determined by formula:
  \[ 1\% \times \text{Service Credit years} \times \text{AFC*} \]

*AFC (Average Final Compensation) = highest 60 consecutive months pay totaled & divide by 60

**DEFINED CONTRIBUTION**

- Paid for by *employee* contributions
- Contribution rate election is **irrevocable**
- Vesting: Immediate
- Benefits: Determined by contributions & investment performance
- Investment Options: provided by WA State Investment Board (SIB)
# PERS 3/TRS 3 – 401(a) Employee Rate Options

<table>
<thead>
<tr>
<th>Option</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Option A</td>
<td>5.0% of pay at all ages</td>
</tr>
<tr>
<td>Option B</td>
<td>5.0% of pay up to age 35; then 6.0% from age 35 up to 45; and then 7.5% age 45 and above</td>
</tr>
<tr>
<td>Option C</td>
<td>6.0% of pay up to age 35; then 7.5% from age 35 up to 45; and then 8.5% from age 45 and above</td>
</tr>
<tr>
<td>Option D</td>
<td>7.0% of pay at all ages</td>
</tr>
<tr>
<td>Option E</td>
<td>10% of pay at all ages</td>
</tr>
<tr>
<td>Option F</td>
<td>15% of pay at all ages</td>
</tr>
</tbody>
</table>
OPTIONAL RETIREMENT SAVINGS PLANS

- UW Voluntary Investment Program (VIP) 403(b)
  - Must opt in to participate

- Washington State Deferred Compensation Plan (DCP) 457(b)
  - Automatically enrolled after first 3 months, must opt out to stop participation
THANK YOU FOR ATTENDING!

- **Contact or visit the ISC for enrollment help**
  - Monday – Friday 8-5
  - Call 206-543-8000
  - Email ischelp@uw.edu (include Employee ID number)
  - UW Tower, Floor O-2
  - [https://isc.uw.edu](https://isc.uw.edu)

- **Attend Welcome Day**
  - Hosted by Professional & Organizational Development
  - First and Third Monday every month
  - [https://ucs.admin.uw.edu/pod/Course/Details/WDAY1](https://ucs.admin.uw.edu/pod/Course/Details/WDAY1)

Review your UW Benefits at [https://hr.uw.edu/benefits/](https://hr.uw.edu/benefits/)