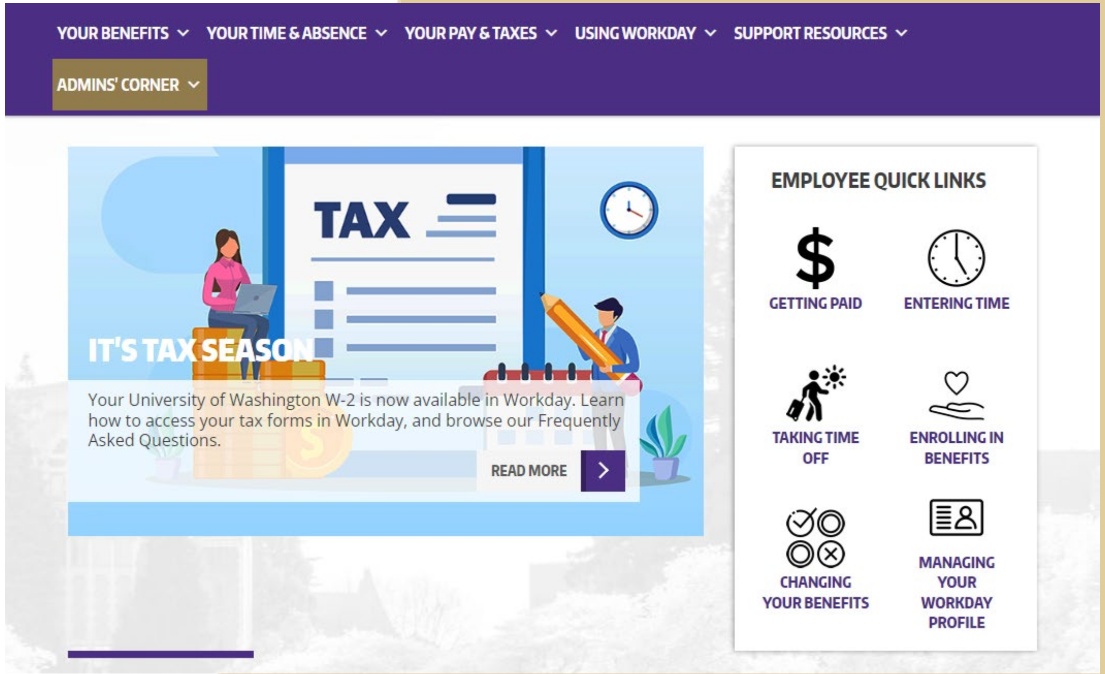
UW BENEFITS ORIENTATION

BENEFITS OVERVIEW & RESOURCES

- **Orientation is an introduction**
  - Review plan brochures and online tools
  - Talk to your healthcare provider(s)
  - Contact plan administrators with questions

- **Workday Benefits Enrollment**
  - Enroll or review your benefits in Workday
  - Employee Workday Help provides tools online
  - Look for notices in your Workday Inbox
  - Dependent documentation is required
  - **DEADLINES CANNOT BE EXTENDED**
  - **PAPER FORMS ARE NOT ACCEPTED**



AGENDA

- PEBB Healthcare & Insurance
- Pre-tax Spending Accounts
- Life Insurance
- Long Term Disability
- Retirement Plans
- Optional Retirement Savings Plans

PEBB HEALTHCARE & INSURANCE

PEBB INSURANCE BEGIN DATES

Medical, dental, vision, basic life, basic AD&D, Employer-paid long-term-disability, Employee-paid LTD insurances all begin:

- First day of the month following your date of eligibility
  - Example: Hired into an eligible job on February 10 then your eligibility date is February 10 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 Sat, Sun, or a holiday:
    - **If you start work on that same Sat, Sun, or holiday: PEBB coverage begins that day**
    - **If you start work the Monday following Sat/Sun or the day following the holiday: PEBB coverages begins on the 1st**

PEBB INSURANCE ENROLLMENT

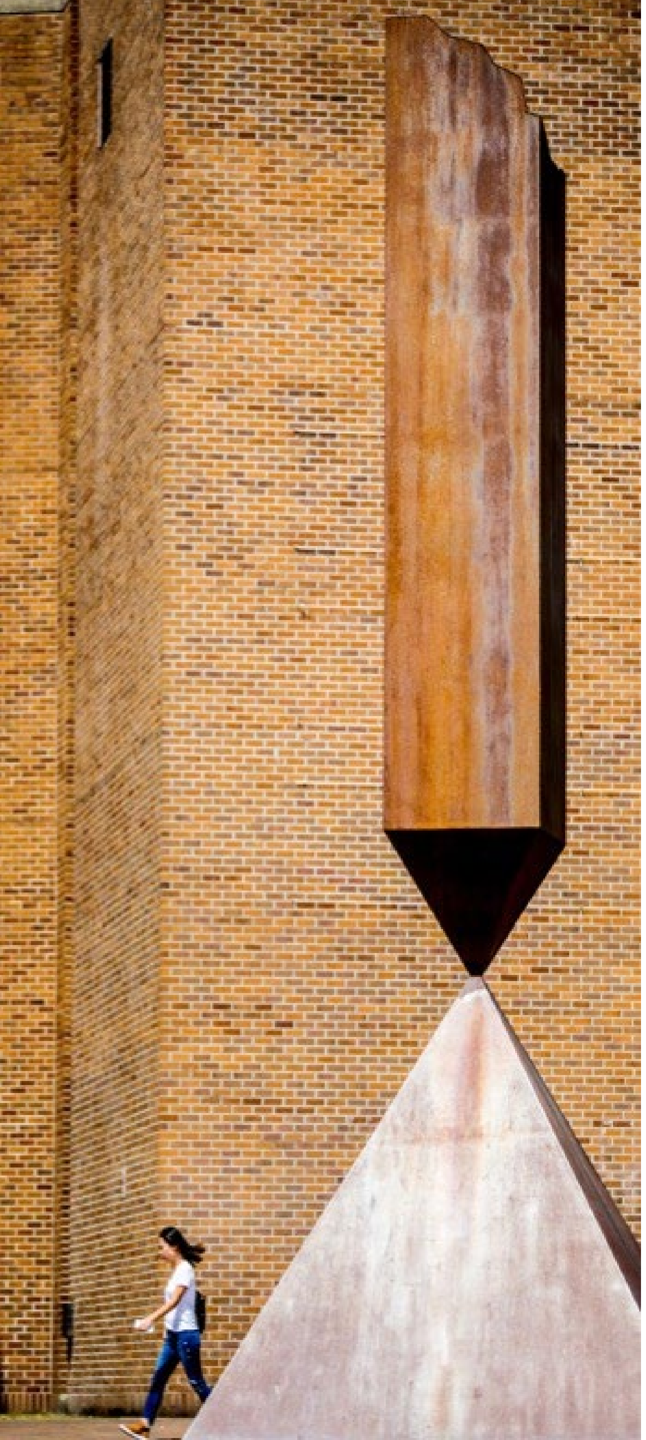
- **Medical:**
  - Enroll yourself & eligible dependents; *or*
  - Enroll yourself but ***waive*** dependents.
    - If you waive your coverage, then you ***cannot*** enroll dependents. You can elect future enrollment only during Open Enrollment or after a qualifying life event opens a Special Open Enrollment for you.
    - No payment in lieu of enrollment in medical
- **Dental / Vision:**
  - You are automatically enrolled and cannot waive
  - Optional to enroll dependents
    - UW pays 100% of the premium for you and dependents
    - Dependent enrollment can be different between medical/dental/vision
- **Dual state employees:**
  - If you and your Spouse/SRDP (or child) work for a WA State agency/institution, you each ***must*** enroll for dental and vision 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 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, Vision, Life and LTD**

***Full PEBB includes Medical, Dental, Vision, 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:**
  - Premium
  - Deductible
  - Co-pay (fixed amount) or co-insurance (% of allowed fee)
  - Out of Pocket Limit
- **Use online PEBB plan comparison tool**
- **Contact the plans directly to ask questions**

Insurance Terminology

- Premium
  - The amount you pay from your paycheck each pay period for insurance coverage.
- Deductible
  - A fixed dollar amount you pay each calendar year before the plan begins paying for covered services.
- Co-pay
  - Flat dollar amount you pay when you receive services, treatments or supplies.
- Coinsurance
  - Percentage of the allowed amount you pay for most medical services and prescription drugs after your deductible is reached.
- Out of Pocket Limit
  - Most you pay during a calendar year for covered services. Excludes insurance premiums.

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
- Prescription is part of medical (includes retail; mail-order)

CHOOSING A MEDICAL PLAN: 3 Design Options

DESIGN OPTION	PLANS
Consumer-Directed Health Plan (CDHP) (“High Deductible”)	• Uniform Medical Plan (UMP) CDHP • Kaiser Permanente WA CDHP • Kaiser Permanente NW CDHP (*Oregon & SW WA only*)
Managed Care	• Kaiser Permanente WA Classic • Kaiser Permanente WA Sound Choice • Kaiser Permanente WA Value • Kaiser Permanente NW Classic (*Oregon & SW WA only*)
Preferred Provider Organizations (PPO)	• UMP – Classic • UMP – Select

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 can waive dependent dental

3 Plans	Delivery	
Uniform Dental Plan	Preferred Provider Organization	Visit any dentist; preferred provider is less costly
Willamette	Managed Care	Only services from network dentists are covered
DeltaCare		

PEBB VISION

- UW pays 100% of premium for employee & dependents (no paycheck deduction)
- You cannot waive vision for yourself; but you are not required to cover dependents

Plan*	MetLife Vision	EyeMed	Davis Vision by MetLife
Routine Eye Exam	$0	$0	$0
Frames (every odd year)	80% over $200	80% over $200	80% over $200
Lenses (every odd year)	$0	$0	$0
Conventional contact lenses (every odd year)	100% over $200	85% over $200	85% over $200

*Reflects in-network costs. For a complete description of covered services, see HCA website

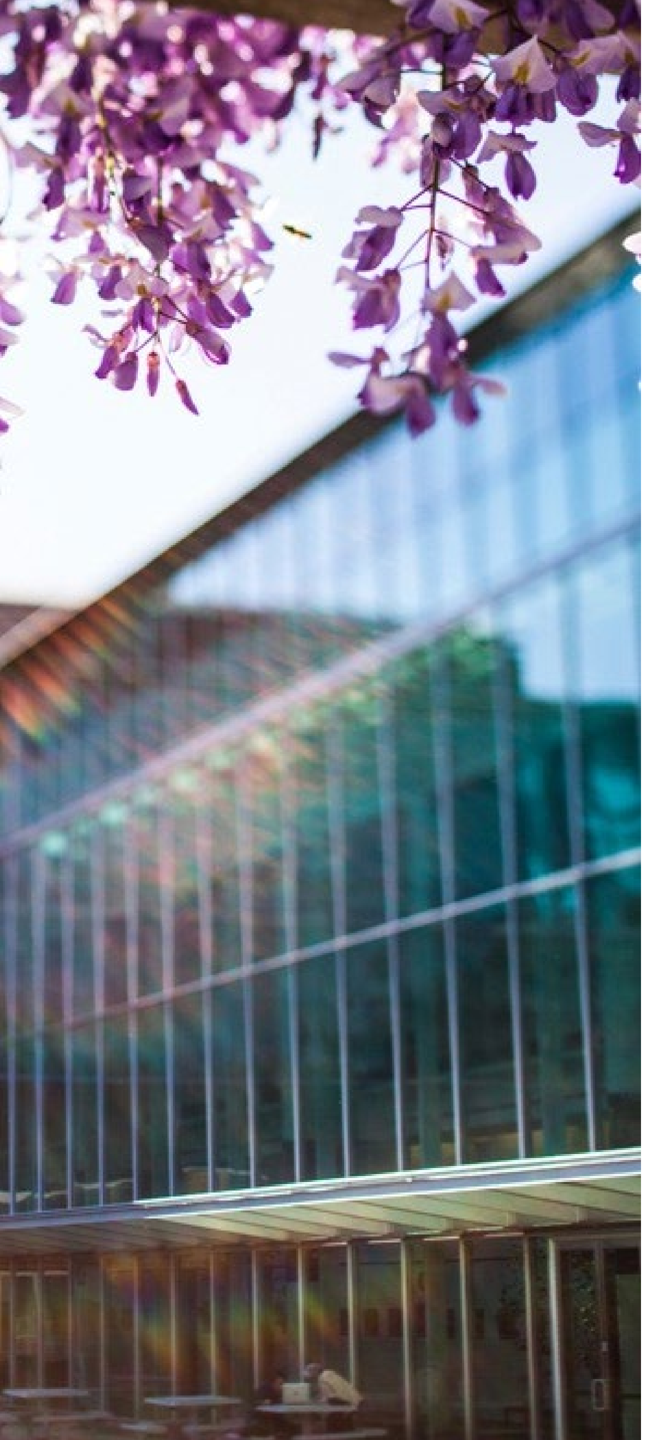
PRE-TAX SPENDING PROGRAMS

- Flexible Spending Account (FSA)
- Limited Purpose Flexible Spending Account (LFSA)
- Health Savings Account (HSA)
- Dependent Care Assistance Program (DCAP)

PRE-TAX SPENDING PROGRAMS

- Save money on out-of-pocket costs (tax-exempt)
- Contribute pre-tax up to annual IRS limit
  - Reimbursement for both you and your ***eligible**** dependent's qualified expenses. Dependents don't need to be enrolled on your PEBB medical, vision, or dental coverage
- **CANNOT** enroll in FSA and a Limited Purpose FSA
- **CANNOT** enroll in FSA if enrolled in a CDHP medical plan (LFSA permitted with CDHP)
- Everyone can enroll in DCAP
- **IRS regulates use and contribution limits for these plans**

** Legal spouse, children and Internal Revenue Code (IRC) eligible dependents (even if not PEBB enrolled)*



LIFE & AD&D INSURANCE

Designate your beneficiary at MetLife (not in Workday)

- **UW pays for:**
  - Employee Basic Term Life: **$35,000**
  - Employee Basic AD&D: **$5,000**
- **Term insurance – No Cash Value**
- **Optional Coverage Can Be Purchased**
- **Employee Optional Life Insurance:**
  - **$10,000 to $1,000,000**
  - No Statement of Health during first 31 days of eligibility:
    - Up to **$500,000**
    - After 31 days – apply with Statement of Health
  - Statement of Health form will be supplied by MetLife when required
  - No Annual open enrollment for life insurance means you can add or reduce optional coverage at any time

PEBB LONG-TERM DISABILITY (LTD)

- **Automatically Enrolled in Employer Paid Coverage:**
  - Maximum Benefit: $450 per month
  - Waiting period: 90 days from date of disability
  - Benefit is taxable
- **Employee-paid LTD**
  - 60% of pre-disability income – (default if no election made)
    - Can choose 50% or waive employee paid LTD
  - Maximum monthly pre-disability earnings covered = $16,667
  - Waiting period: 90 (from date of disability)
  - 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
- **Questions about leave? Ask your chair, manager, or supervisor.**

WA Cares Fund

- State provided long term services and support program
- Premium deductions will be taken from pay at the rate set by the state legislature
- Compulsory program for all who work in the state of Washington
  - If you have an approved exemption from the WA Cares Fund that was provided by the state Employment Security Department, it is your responsibility to notify UW so deductions are not taken from your pay
  - If you do not notify UW of your exemption, non-refundable deductions will be taken
  - Exemption approval letters can be submitted to the Payroll office through the WA Cares Exemption Approval online form

RETIREMENT

RETIREMENT PLAN ELECTION*

- <u>**30 day choice period:**</u>
  - UW Retirement Plan (UWRP) - 403(b)

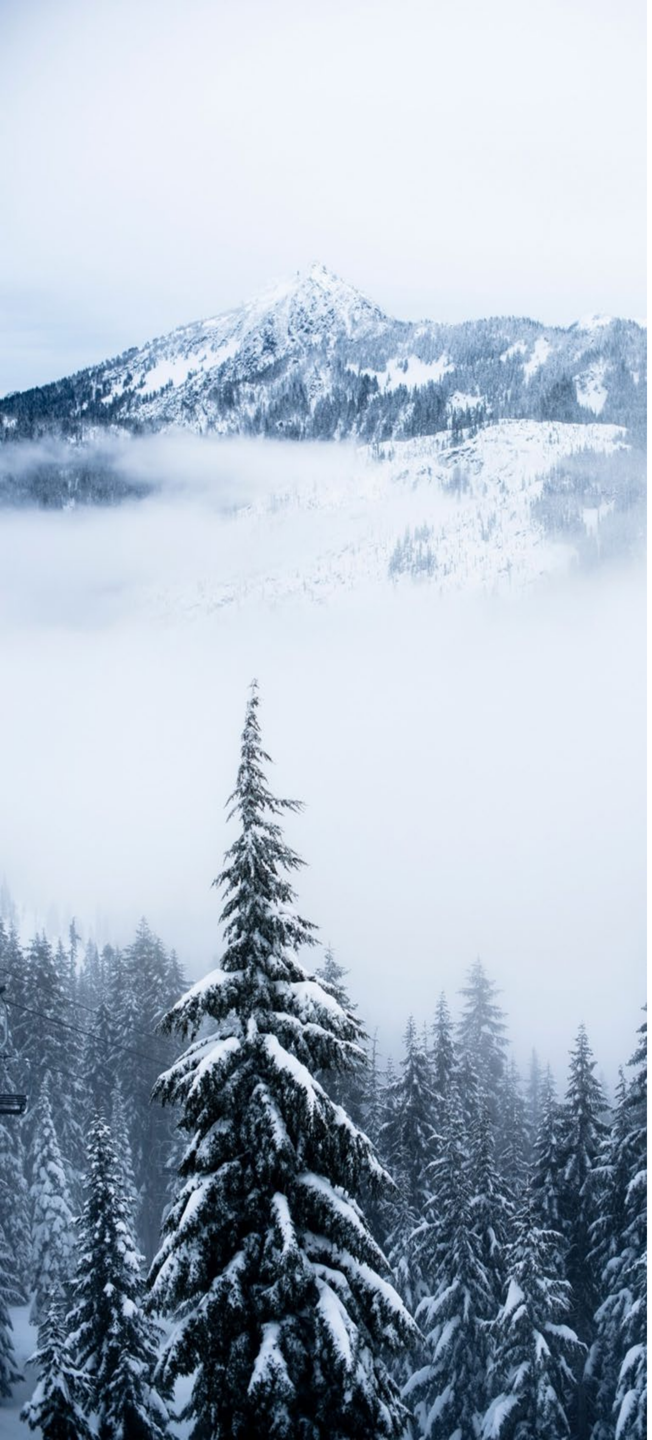
    -OR-
  - Teachers’ Retirement System (TRS) Plan 3 - 401(a)

**Prior retirement participation may impact elections*

UW RETIREMENT PLAN (UWRP) 403(b)

- **Faculty, Academic staff, Professional staff, Contract Covered Exempt**
  - 30-day Election Period
  - Default: UWRP (if you make no plan election)*
- **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 UW Benefits website for additional details**

**Assumes no prior PERS/TRS/UWRP participation*



UWRP 403(b)

- **Employee Contributions from eligible UW compensation:**

Under age 35	5 %
Age 35 and over	7.5%
Age 50 and over	10 %

- **100% match from UW**
- **Investment options are selected by UW Fund Review Committee**

  - Mutual funds and TIAA annuities

  - Brokerage accounts are also available
- **Rollovers into UWRP are accepted, pre-tax only**
- **Loans, Hardship, In-Service, and additional qualified distributions permitted.**

TRS 3 – 401(a)

- **Hybrid Plans - Combination of:**
  - Defined Benefit <u>pension</u> – paid for by employer contributions

    <u>AND</u>
  - Defined Contribution <u>investment account</u> – employee contributions

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

- **Note that both UWP and CUMG have 401(a) plans**

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% X Service Credit years X 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)

TRS 3 – 401(a) Employee Rate Options

Option A	5.0% of pay at all ages
Option B	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
Option C	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
Option D	7.0% of pay at all ages
Option E	10 % of pay at all ages
Option F	15 % of pay at all ages

OPTIONAL RETIREMENT SAVINGS PLANS

- UW Voluntary Investment Program (VIP) 403(b)
- Washington State Deferred Compensation Plan (DCP) 457(b)

IRS Contribution Limits (2026)

Plan Type:	Employee Elective Contributions:	Combined Employee/Employer Contribution Limit:	Catch-up Contributions at age 50*:	Special Catchup Contributions from age 60-63
401(a)	N/A	$72,000	N/A	N/A
403(b)	$24,500	$72,000	$8,000	$11,250
457(b)[1]	$24,500	N/A	$8,000	N/A

* - Catch-up Contributions increase the amount you can contribute in Employee Elective Contributions as well as increase your Combined Employee/ Employer Contribution limit.

1 – 457(b) only accepts Employee Contributions

Benefits Enrollment Help

- **Contact UW Benefits for enrollment help**
  - benefits@uw.edu
  - 206–543–4444
  - https://hr.uw.edu/benefits/

- **Benefits Enrollment Help Zoom Session**
  - Wednesday 5:30-6:30pm & Friday Noon-1pm the week of Welcome Day

  https://washington.zoom.us/j/95679654061

- **Review Online Benefits Orientation**
  - Use NetID to log in
  - https://depts.washington.edu/uwhr/benefits/orientation/