New Employee Benefits Enrollment Workshop
Effective Date of Coverage

- Benefits are effective the first day of the month following your first day of employment
  - Example:
    - Date of employment: February 15
    - Effective date of benefits: March 1
- 30 days to enroll
  - Example:
    - Date of employment: February 15
    - Deadline to enroll: March 16
Eligible Dependents

• Legal spouse
• Dependent child up to age 26
• Disabled child
• Dependent grandchild up to age 26

Dependent eligibility verification is required for all dependents
Medical Plan Options

- Medica Elect/Essential
- Medica Choice Regional
- Medica ACO Plan
  - VantagePlus with Medica (Fairview, HealthEast, and North Memorial with Boynton Health and U of M Physicians)
  - Park Nicollet First
  - Ridgeview Community Network
  - Medica CompleteHealth (featuring care at Mayo Clinic)
  - Essentia Choice Care with Medica
  - Altru & You with Medica
- Medica Choice National
- Medica HSA
- Prime Therapeutics – pharmacy program manager
- Medica Provider Search: medica.com/uofm
Dental Plan Options (pg. 18-22)

- Delta Dental PPO
- Delta Dental Premier
- University Choice
- HealthPartners Dental
- HealthPartners Dental Choice
- All dental plans have a $1,800 maximum per person per plan year
- Orthodontics covered at 80% for dependents up to age 19 with a separate $2,800 lifetime maximum
- Delta Provider Search: deltapdentalmn.org
- HealthPartners Provider Search: healthpartners.com/uofm
Life Insurance (pg. 24)

• Basic life insurance
  • 115% of your base salary, rounded up to the next $1,000, with a maximum of $200,000
  • Premium paid by the University if working at least 75% time

• Optional life insurance
  • Employee
  • Spouse
  • Child
Disability

• **Academic Disability Program** (pg. 28)
  • Faculty and Academic Professional and Administrative (P&A) Employees
  • Automatically enrolled
  • Paid by the University

• **Voluntary Short-Term Disability** (pg. 26)
  • Select amount to replace up to 66.67% of your salary but no more than $5,000 per month

• **Voluntary Long-Term Disability**
  • Select amount to replace up to 60% of your salary but no more than $5,000 per month
Flexible Spending Accounts (FSA)

• Health Care Flexible Spending Account (pg. 23)
  • Pre-tax
  • $2,650 maximum per employee

• Dependent Daycare Flexible Spending Account
  • Pre-tax
  • $5,000 maximum per household
Additional Benefits with Your Medical Plan

• Walk-in/Convenience Care Clinics
• Virtual Care—Amwell, virtuwell, and your clinic
• Medica CallLink 24/7 Nurse Line—toll-free number on back of medical ID card
• Travel Program—provides in-network benefits when traveling outside of plan’s service area if you use a provider in Travel Program network from Medica
• UnitedHealthCare Global—emergency medical and travel assistance; political and natural disaster evacuation coverage
Wellbeing Program

- The Wellbeing Program is available to employees and their spouses who are enrolled in the UPlan Medical Program
- Administered by RedBrick Health
  - Participate in wellbeing activities and earn points
  - Save $500/$750 on medical rates
  - Wellbeing Program year is October 1 through August 31
  - If UPlan medical plan benefits are effective June 1, July 1 or August 1, employee only needs to complete the health assessment (must enroll by 8/17/2018)
Primary Retirement Plans (Automatic Enrollment)

- Faculty Retirement Plan (pg. 33)
  - For faculty and P&A staff
  - 401(a) defined contribution plan
  - You contribute 5.5% of covered salary
  - 10% University contribution
  - Vested upon enrollment

- Minnesota State Retirement System (pg. 33)
  - For civil service and labor represented staff
  - Defined benefit pension plan
  - You contribute 5.75% of covered salary
  - 5.875% University contribution
  - Vested after five years
Voluntary Retirement Plans (Manual Enrollment)

• Optional Retirement Plan
  • 403(b) retirement savings plan
  • $18,500 maximum contribution per calendar year
  • Self-funded: No match from the University
  • Contributions are tax-deferred

• Section 457 Deferred Compensation Plan
  • $18,500 maximum contribution per calendar year
  • Self-funded: No match from the University
  • Contributions are tax-deferred
Employee Assistance Program (EAP)

- Sand Creek provides confidential, professional consultation and referral services
  - Up to eight sessions per year at no cost to you
  - Spouse and family members are also eligible
  - Counseling and consultation for work or personal concerns
  - Conflict resolution
  - Mental health and chemical health
  - Family issues
- www.sandcreekeap.com
LSS Financial Counseling

- Financial Choice is an enhanced level of confidential financial counseling offered by LSS Financial Counseling
  - Up to six sessions per year at no cost to you
  - Spouse and family members are also eligible
  - Budget and debt counseling
  - Credit report review
  - Student loan repayment counseling
- Go to www.lssmn.org/umn for personal finance resource sheets, budget and debt calculators, and the blog called Sense & Centsability
Website & Resources

- Website
  - humanresources.umn.edu/benefits
  - myu.umn.edu
- Employee Benefits
  - benefits@umn.edu
  - 612-624-8647 (select option 1 for Employee Benefits)
The University of Minnesota is an equal opportunity educator and employer.