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
Dental Plan Options

- 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
Life Insurance

• 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
  • Faculty and Academic Professional and Administrative (P&A) Employees
  • Automatically enrolled
  • Paid by the University
• Voluntary Short-Term Disability
  • 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
  - Pre-tax
  - $2,650 maximum per employee
- Dependent Daycare Flexible Spending Account
  - Pre-tax
  - $5,000 maximum per household
Long-Term Care Insurance

- LifeSecure Insurance Company
  - Long-term care insurance pays for the care you need when you cannot safely care for yourself
  - Protects your retirement assets
  - 90 days to enroll with simplified underwriting
- Enrollment Information
  - www.uofmnltc.com
  - 855-549-8911
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 between June 1 and September 1, employee only needs to complete the health assessment
Primary Retirement Plans (Automatic Enrollment)

- **Faculty Retirement Plan**
  - 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**
  - For civil service and labor represented staff
  - Defined benefit pension plan
  - You contribute 5.5% of covered salary
  - 5.5% 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)
  • Stop in Monday through Friday between 8:00 a.m. and 4:00 p.m.
The University of Minnesota is an equal opportunity educator and employer.