

BENEFITS 2021 | 2022

Review by July 15

- Your current UT benefits
- UT Benefits 2021-2022
- UT SELECT Medical PPO plan including UT Tier
- UT CONNECT ACO plan (DFW area)
- Dependent eligibility requirements
- UT Retirement Program
- Beneficiary designations
- Online Annual Enrollment (AE) resources, including newsletter
- Online/Virtual fairs may be offered this year at some institutions. Monitor your email carefully for any announcements.

Make Elections July 15–July 31

- Log into *My UT Benefits*
- Declare tobacco user or non-user status
- Add / drop coverage
- Add / remove dependents
- Disability plan – No EOI required this AE
- UT FLEX (must enroll annually)
- UT Retirement Program – enroll in or make changes
- Review your Confirmation Statement within *My UT Benefits* and save or print a copy for your records

Follow up by August 15

- Review confirmation statement
- Upload dependent documents if required
- Submit evidence of insurability (EOI) if required

New Plan Year Begins September 1

UT BENEFITS FOR YOU. HEALTH FOR UT SYSTEM.

IMPORTANT

If you take no action, your current coverage will continue for the new plan year—except your UT FLEX elections. You must enroll in UT FLEX each year.

KEEP ID CARDS

For plans that did not change

EXPECT NEW ID CARDS

For UT CONNECT and any new plans elected

UT FLEX

Maximize your takehome pay with UT FLEX

The 2021-2022 Health Care Reimbursement Account annual maximum election is \$2,750, while the Dependent Care Reimbursement Account remains \$5,000.

IRS Guidance and UT FLEX Accounts for 2019-2020 and 2020-2021 Plan Years

To account for COVID-19 disruption, the IRS extended deadlines for plan years 2019-2020 and 2020-2021. Please see the UT FLEX page in the Annual Enrollment newsletter for details on deadlines to use and claim eligible FLEX expenditures.

Premium Rates for 2021-2022

There are no premium rate changes for the Medical plans for plan year 2021-2022. This is the fourth time since September 1, 2017 with no rate increase for UT SELECT Medical! Age and salary-based premiums may change depending on your age and salary as of September 1, 2021.

PLAN	EMPLOYEE	EMPLOYEE & SPOUSE	EMPLOYEE & CHILD(REN)	EMPLOYEE & FAMILY
NO CHANGE TO PREMIUMS				
UT SELECT Medical FULL-TIME	\$0	\$270.42	\$282.82	\$532.52
UT CONNECT* Medical FULL-TIME DFW only	\$0	\$243.38	\$254.54	\$479.26
UT SELECT Medical PART-TIME	\$314.02	\$749.04	\$702.16	\$1,117.46
UT CONNECT* Medical PART-TIME DFW only	\$314.02	\$749.04	\$702.16	\$1,117.46
UT SELECT Dental	\$28.52	\$54.14	\$59.66	\$84.84
UT SELECT Dental Plus	\$61.40	\$116.60	\$128.66	\$183.30
DeltaCare Dental HMO	\$8.80	\$16.74	\$18.50	\$26.40
Life/AD&D	See Annual Enrollment Newsletter for Rates			
CHANGES TO PREMIUMS				
Superior Vision	\$5.02 \$0.88 decrease ▼	\$7.90 \$1.40 decrease ▼	\$8.10 \$1.42 decrease ▼	\$12.84 \$2.26 decrease ▼
Superior Vision Plus	\$7.64 \$1.36 decrease ▼	\$11.98 \$2.10 decrease ▼	\$12.82 \$2.26 decrease ▼	\$18.10 \$3.20 decrease ▼
Short Term Disability	\$0.30 per \$100 of Monthly Earnings (Increase of .03 cents from FY21)			
Long Term Disability	\$0.34 per \$100 of Monthly Earnings (Decrease of .04 cents from FY21)			
Tobacco Premium Program				
\$0 to \$90 per month based upon tobacco user status				

Plan Updates for 2021-2022

UT SELECT MEDICAL

NO CHANGES No changes to UT SELECT office visit copays, the annual deductible, or member coinsurance.

UT HEALTH TIER (UT SELECT MEDICAL)

ENHANCEMENT In San Antonio, University Hospital and clinics are now a part of the UT Health Tier. No changes to UT Health Tier benefits plan design including deductible, copays or coinsurance. For more information on the UT Health Tier, see the Annual Enrollment newsletter.

UT CONNECT MEDICAL

CHANGES Changes to PCP office visit copay to \$5 (reduced from \$15) and to Specialist office visit copay to \$35 (from \$25).

UT SELECT & UT CONNECT MEDICAL

Physical and Occupational Therapy

NEW! Increase to 35 visits per year (from 30) for Physical and Occupational Therapy.

Telemedicine Visits

Effective September 1, 2021, telemedicine visits will be covered consistent with CMS and the American Medical Association (AMA) guidelines as clinically appropriate for telemedicine. Members may contact BCBSTX and/or UT CONNECT Customer Service with any questions.

COVID Treatment

Effective September 1, 2021, COVID treatment will be covered as "any other illness." Applicable member cost share (copayments, deductible, coinsurance) will apply. The cost of the vaccine and testing will remain covered 100%.

UT SELECT & UT CONNECT PRESCRIPTION

Smart90® Retail Prescriptions

REMINDER Save time & money by having your maintenance medication filled in a 90-day supply. Use this benefit at Walgreens™ & UT Pharmacies for the same low copayment amount as a 90-day supply via home delivery.

DISABILITY PLAN UPDATES

NEW! The short term disability (STD) benefit maximum increasing to \$850 weekly. The elimination period is also decreasing from 14 to 7 days or the exhaustion of sick leave, whichever is later. The long term disability (LTD) benefit maximum is increasing to \$15,000 per month. THIS ANNUAL ENROLLMENT ONLY enroll in STD or LTD without having to complete a health statement and go through medical underwriting.

* UT CONNECT is an Accountable Care Organization medical plan available in Dallas Fort Worth area only. Basic Coverage package includes medical, prescription, \$40K Basic Life, and \$40K Basic AD&D for employees.