

Benefits & Retirement



THE UNIVERSITY OF
TOLEDO

Benefits Basics

Who Can elect?

- Full or Part-time faculty or staff in benefit-eligible positions (.5 FTE/20 hours per week or greater)

What Can You elect?

- Medical
- Dental
- Vision
- FSA/DCFSA/HSA
- Supplemental life insurance

When do You elect?

- New Hire – within 30 days of your date of hire
- Qualifying Event
- Open Enrollment

How do You elect?

- Visit your myUT portal
 - **New Hire/Newly Eligible** link to get started

Important Deadlines

*Health Benefits Enrollment
*Enrollment Documentation Submitted
*Additional Life Insurance Election

Within 30
days of hire
date

*Retirement Plan Election

Within 120
days of hire
date

Questions on any of these above items?
Email Benefits@utoledo.edu. Ask early!
Deadlines cannot be changed.

Dependent Child Eligibility

Medical, Dental &
Vision Insurance

Up to age 26 (end of calendar year they turn age 26)

Health
Savings/Flexible
Spending Account

Must be IRS dependent

Life Insurance and
Tuition Waiver*

Up to age 24 (end of calendar year they turn age 24)

*Must be unmarried, and employee's IRS dependent.



Employees, Spouses, and Dependents may only be covered on one UToledo Plan.

Medical Plans



KEY:
AD=After Deductible

BLUE			
CDHP stands for Consumer Directed Health Plan: a type of health plan that most often pairs with a Health Savings Account (HSA), or some other tax-advantaged account. An HSA is a savings account that lets you use pre-tax dollars to pay for a wide range of qualified health care costs, including dental and vision. Once you have met your annual out-of-pocket maximum, the plan pays the remainder of your annual medical and prescription drug costs. The Blue CDHP also acts as a PPO, allowing members to see specialists and out-of-network doctors without a referral.			
	Tier 1 – UTMC	Tier 2 – In-Network	Tier 3 – Out-of-Network
Deductible:	\$1,600 Employee	\$2,000 Employee	\$2,500 Employee
	\$3,200 Employee +1	\$4,000 Employee +1	\$5,000 Employee +1
Out-of-Pocket Max:	\$3,200 Family	\$4,000 Family	\$5,000 Family
	\$2,100 Employee	\$3,100 Employee	\$4,100 Employee
	\$4,200 Employee +1	\$6,200 Employee +1	\$8,200 Employee +1
	\$4,200 Family	\$6,200 Family	\$8,200 Family
Co-Insurance:	95% (AD)	85% (AD)	70% (AD)
Office Visit:	95% (AD)	85% (AD)	70% (AD)
Specialist Visit:	95% (AD)	85% (AD)	70% (AD)
Emergency Room – Facility:	95% (AD)	85% (AD)	85% (AD)
Emergency Room – Professional and Ancillary:	95% (AD)	85% (AD)	85% (AD)
Urgent Care:	N/A	85% (AD)	70% (AD)

Accounts:

A Health Savings Account (HSA) with employer contributions is available with this plan to offset out-of-pocket medical expenses. UToledo contributes \$500/single, \$750/single +1 and \$1,000/family. Visit irs.gov for IRS contribution limits.



Prescriptions in the Blue plan count toward the deductible and out of pocket maximum.

utoledo.edu keyword search: **employee benefits**



Health Savings Account (HSA)

- Available for Blue Plan participants to offset out-of-pocket medical expenses.
 - Can be used towards deductible.
 - Balance rolls over from year to year
 - UToledo contributes per pay (see Employer Contribution, below)
 - Employee can contribute pre-tax dollars and may change election at any time

Blue CDHP Plan	HSA Maximum Effective 1/1/2024	Annual Employer Contribution	Annual Amount You May Contribute
Blue CDHP Single	\$4,150	\$500	\$3,650
Blue CDHP Single +1	\$8,300	\$750	\$7,550
Blue CDHP Family	\$8,300	\$1,000	\$7,300

Every year you must participate in Open Enrollment to receive the UToledo HSA contributions.



Medical Plans



KEY:
AD=After Deductible

GOLD			
A Preferred Provider Organization (PPO) allows you to see specialists and out-of-network doctors without a referral. Copays and coinsurance for in-network doctors are generally lower.			
	Tier 1 - UTMC	Tier 2 - In-Network	Tier 3 - Out-of-Network
Deductible:	\$150 Employee	\$300 Employee	\$1,000 Employee
	\$300 Employee +1	\$600 Employee +1	\$2,000 Employee +1
	\$300 Family	\$600 Family	\$2,000 Family
Out-of-Pocket Max:	\$1,250 Employee	\$2,500 Employee	\$4,000 Employee
	\$2,500 Employee +1	\$5,000 Employee +1	\$8,000 Employee +1
	\$2,500 Family	\$5,000 Family	\$8,000 Family
Co-Insurance:	95%	85%	70%
Office Visit:	\$15	\$25	70% (AD)
Specialist Visit:	\$30	\$40	70% (AD)
Emergency Room – Facility:	\$200 (waived if admitted)	\$200 (waived if admitted)	\$200 (waived if admitted)
Emergency Room – Professional and Ancillary:	95%	85% (AD)	85% (AD)
Urgent Care:	N/A	\$50	\$50

Accounts:

A Flexible Spending Account (FSA) is available with this plan to offset out-of-pocket expenses. Funds in this account are contributed to by the employee pre-tax, and can be used for qualified medical/prescription, dental and vision expenses for you and your dependents. Unused funds, following IRS guidelines, can carry over to the next calendar year, otherwise they are forfeited. Visit irs.gov for IRS contribution limits.

What is a Flexible Spending Account?

A Flexible Spending Account (FSA) can help you save money for healthcare and/or dependent care items and services for yourself and your family. FSA funds are deducted from your paycheck before taxes, so the money deposited into the account is tax free which saves you money.

You may save up to 40% on your healthcare or dependent care costs.



Prescriptions in the Gold plan do **NOT** count toward the deductible and out of pocket maximum.

utoledo.edu keyword search: **employee benefits**



Dependent Care Flexible Spending Account (DCFSA)



A Dependent Care FSA (DCFSA) is a **pre-tax benefit account used to pay for eligible dependent care services**, such as preschool, summer day camp, before or after school programs, and child or adult daycare.

The difference between a Health Care FSA and a Dependent Care FSA is that **the Health Care FSA is for eligible health care expenses for you and your eligible dependents, and the Dependent Care FSA is for expenses related to the care of a dependent child or adult** (for example, day care). The two are NOT interchangeable.

utoledo.edu keyword search: **employee benefits**



2024 PRESCRIPTION BENEFIT

	UTMC Pharmacy Locations 30 day supply	Retail 14 day supply
Tier 1 (Generic)	\$10	\$10
Tier 2 (Preferred Brand)	20% (\$60 max per RX)	30% (\$100 max per RX)
Tier 3 (Non-preferred Brand)	30% (\$120 max per RX)	45%
	UTMC Pharmacy Locations 31-90 day supply	Retail Over 14 day supply
Tier 1 (Generic)	\$25	N/A
Tier 2 (Preferred Brand)	20% (\$150 max per RX)	N/A
Tier 3 (Non-preferred Brand)	30%	N/A

Gold & Blue Plans:

- You receive a 15% discount if your prescription is written by a UT Physicians provider & filled at a UTMC Pharmacy
- If the cost of the drug falls below the copayment then you will only pay the cost of the drug at UTMC Pharmacies

Prescriptions for >14-day supply must be filled through UTMC Pharmacy

For the Blue Plan Only:

- When you fill prescriptions, you pay the cost of your prescriptions until the deductible has been met. Once the deductible is met, you pay the copay detailed above. Once the out-of-pocket maximum has been met, all prescriptions are covered at 100%. The preventative medication feature provides coverage for certain medications without first meeting your deductible. See UT HR benefits webpage for current preventative med list.

Three Pharmacy Locations:

- Health Science Campus Pharmacy (419) 383-3750
- Main Campus Pharmacy (419) 530-3471
- UT Access Pharmacy (419) 383-3370

utoledo.edu keyword search: **employee benefits, outpatient pharmacy**



Virtual Urgent Care

Care when and where you need it.

8 a.m.-10 p.m.



Access immediate care from emergency room trained providers for acute non-life-threatening conditions, such as:

- Pink eye
- Headaches
- Infections
- Earache
- Rash
- Respiratory problems
- Sore throat
- Sinusitis
- Vomiting/diarrhea
- Bronchitis
- Sprains and strains
- Anxiety/depression
- Sexually transmitted diseases
- Urinary tract infections

All insurance will be billed in line with plan coverage. Co-pay, co-insurance and deductible will apply. Patients without insurance coverage or who elect to pay out of pocket will be charged a \$59 service fee.

If you have difficulty registering for Virtual Urgent Care, please contact our team at **419.383.5000** for support.

Scan and download the app.



utoledophysicians.com

utoledo.edu keyword search: **virtual urgent care**



Delta Dental Plans



	Gold Plan	Blue Plan
Deductible	\$100/person	\$50/person
Preventive Services	100%	100%
Minor Services	80% AD	80% AD
Major Services	80% AD	50% AD
Ortho Services -up to age 18	60% (\$1500 per person lifetime max)	50% (\$1500 per person lifetime max)
Max Payment	\$3,000/year	\$1,500/year

utoledo.edu keyword search: **employee benefits**



Vision Service Plan(VSP)



	Gold Plan	Blue Plan
Exam Frequency	Every Year	Every 24 months
Exam	\$10	\$10
Prescription Glasses	Part of Exam	\$15
Contacts	Up to \$60	Up to \$60

utoledo.edu keyword search: **employee benefits**



Life Insurance



Basic Life Insurance and Accidental Death and Dismemberment is offered at no cost through Unum

- Main Campus- Part-time (20+) and Full-time eligible
- Health Science Campus-Full-time eligible
- Amount of coverage is determined by employee class
- Employees have 30 days to elect additional coverage for self without a required medical exam
- Spouse and Child Dependent Coverage Available

Fill out your Life Insurance form and email to benefits@utoledo.edu

utoledo.edu keyword search: **employee benefits**



Employee Assistance Program



<https://vimeo.com/716940526>

utoledo.edu keyword search: **employee benefits**



Tuition Waiver



Employees: Eligibility is based on your employee class/position. If eligible, employees may receive up to 8.0 credit hours per semester for undergraduate and graduate classes.

Dependents: Eligible spouses and dependents can take undergraduate classes at The University of Toledo after 12 months of service. Dependents must be seeking a degree at UToledo and can use the waiver to cover up to a total of 150 credit hours.

Application: Submit for waiver by going to the MyUT webpage and selecting *Tuition Waiver*.

Refer to the current posted Tuition Waiver Policy, policy # 3364-25-35 for details. This is available online on the HR webpage.

utoledo.edu keyword search: **total rewards**



Employee Wellness



THE UNIVERSITY OF
TOLEDO

Rocket Health



Employees

University Wellness is committed to providing wellness programming for our valued faculty and staff to assist them on living a well balanced life.

utoledo.edu keyword search: **rocket health**



THE UNIVERSITY OF
TOLEDO

HOW-TO & USEFUL LINKS

WHAT	WHY?
myUT Portal	Enroll in benefits, make updates, changes, etc.
Total Rewards	All UToledo Total Rewards Information in one place!

Mandatory Retirement Plan Options

Ohio Public Employee Retirement System (OPERS) & Law Enforcement Officers (LEO)

- **Full & Part Time Employees Eligible**
- Employee Contribution 10%
- Employer Contribution 14%
- Auto-enrolled unless ARP is selected
- The University's contributions to OPERS are fully vested after **five years**. This means that members will receive unreduced benefits at retirement age.

OR

Alternative Retirement Plan (ARP)

- **Full Time Employees Only**
- Employee Contribution 10%
- Employer Contribution 11.76%
- Select from a list of vendors and open your account directly through the vendor.
- Vesting is immediate.

Eligible employees electing the ARP **MUST** make the election **within 120 days** of their date of hire. Do this early, the deadline cannot be changed. When considering what plan to choose, please review the requirements to meet retirement and what to expect upon leaving the university.

utoledo.edu keyword search: **retirement systems**



THE UNIVERSITY OF
TOLEDO

Additional Voluntary Retirement Plan Options

The University of Toledo 403(b) Plan

- Select from a list of vendors and open your account directly through the vendor.
- Elect a dollar amount of pre-tax or Roth compensation per pay to defer. Can be changed any time.
- Election made at Retirement@Work website.
- Eligible to all employees (except students)

Ohio Deferred Compensation 457(b)

- Set up directly through Ohio Deferred Compensation.
- Elect a dollar amount of pre-tax or Roth compensation per pay to defer. Can be changed any time.
- Changes made directly through Ohio Deferred Compensation.
- Eligible if eligible for OPERS/STRS

utoledo.edu keyword search: **retirement systems**



Benefits Contact Information



Email: Benefits@utoledo.edu



Phone: 419-530-4747 x4



*Please provide Rocket ID # in your message/email.



Physical Location: Main Campus - Center for Administrative Support

Questions? Your Benefits Representative is available after the presentation to help.

