

Overview of Benefits for Temporary Faculty

The following is a brief description of our complete benefit package. The type of appointment, percentage of time worked, and length of appointment determine the benefits for which each employee is eligible. See program booklets for specific details of coverage.

Health Insurance—Wellmark Blue Cross/Blue Shield

University of Northern Iowa offers eligible Faculty the UNI Health Insurance Plan (UHIP). This is an optional benefit plan. Wellmark Blue Cross/Blue Shield of Iowa is the plan administrator. Coverage is effective the first of the month following the date of employment, providing you enroll within 30 days of your date of employment.

UHIP is an indemnity plan, which means that you may access any licensed physician or hospital. However, if you select providers (physicians, clinics and hospitals) which “participate” with Wellmark, those providers have agreed to:

- File all claims for you. Benefit payments will be sent directly to the provider(s) and you will be responsible only for the deductibles and/or co-insurance, and
- Accept what Wellmark considers usual, reasonable and customary as payment in full; you will not be responsible for any out of pocket costs other than the deductibles and co-insurance.

A list of participating providers may be found at <http://www.wellmark.com>. You may also ask providers whether they have a participating agreement with Wellmark or contact Wellmark at (800) 600-4149 to inquire about the status of specific providers.

Inpatient Coverage:

Wellmark pays 90% of all covered hospital-related services after a deductible of the first two days of the semi-private room charges in a hospital or skilled nursing facility.

Outpatient Coverage:

Wellmark pays 90% of Usual, Customary and Reasonable (URC) services with no deductible for:

- Routine annual physical (one per year)
- Office calls to treat or diagnose
- Surgery
- Diagnostic x-ray and lab services
- Second opinion (as outpatient)
- Allergy testing and treatment
- Immunizations
- Emergency care
- Accident care, fracture, dislocations, lacerations, burn

Maternity Coverage:

Wellmark pays 90% of UCR services for obstetrical care and delivery after satisfying the inpatient deductible.

Nervous/Mental, Drug/Alcohol Abuse Services:

Outpatient treatment is paid at 90%. Inpatient services are paid at 90% of UCR. Inpatient coverage includes room and board and physician care.

Other Covered Services:

Wellmark pays 90% after employee satisfies a \$100 deductible, for:

- Prescription drugs, dressings and insulin
- Blood, blood plasma, blood serum
- Physical therapy
- Service Ambulance
- Medical equipment rental and oxygen
- Care by RN (private duty)
- Home health care
- Artificial body parts and braces to correct a physical condition

Out of Pocket Maximum:

After employee has paid \$500 per contract per calendar year for covered charges, Wellmark pays covered charges for the remainder of the year at 100%.

Premium Cost:

Single Plan: UNI pays full cost

Family Plan: Employee pays a portion of the premium.

Dental Insurance

Participation is optional for eligible employees. The plan is administered by Delta Dental of Iowa.

Preventive Maintenance Care:

Delta Dental pays 100% up to a maximum annual benefit.

Routine Restorative Care and Surgical Care:

Delta Dental pays 50% up to a maximum annual benefit.

Major Restorative Care and Dental Prostheses:

Delta Dental pays 50% after \$50 deductible up to a maximum annual benefit.

Maximum Annual Benefit:

\$600 per person per calendar year for Preventive Maintenance Care, Routine Restorative Care and Surgical Care and Major Restorative Care and Dental Prostheses combined.

Orthodontic Care:

Delta Dental pays 50% after a \$100 deductible to a maximum annual benefit of \$500 per member. Orthodontic care is available only to dependent children up to age 19.

Premium Cost:

Single Plan: UNI pays full cost

Family Plan: Employee pays a portion of the premium.

Pre-Tax Premium Plan

Allows employees to elect to pay family health and/or dental insurance premiums with pre-tax dollars. Premium is deducted before federal and state income tax, FICA and Medicare taxes are calculated.

Example: An employee with family health and dental coverage pays \$289 (\$244 plus \$45) per month or \$3,468 per year. If the combined federal and state tax withholding is 28% and FICA and Medicare withholding is 7.65%, the total savings is 35.65% of \$3,468 or \$1,236.34 per year.

Participation in Pre-tax Premium Plan limits the changes that can be made to medical and dental plans during the plan year and may slightly reduce Social Security benefits but the benefits of participation generally outweigh the disadvantages.

Retirement Program

Participation in the IPERS system is mandatory for most University employees. The only exceptions are foreign nationals who are in the United States as exchange scholars, trainees, professors, teachers, research assistants, and specialist.

Iowa Public Employees Retirement System (IPERS):

A defined benefit program administered by the State of Iowa. UNI contributes 6.65% of paid salary. Employee contributes 4.3% of paid salary.

Tax Sheltered Annuity:

Employees may set aside additional tax sheltered contributions to a TIAA/CREF Supplemental Retirement Annuity or to a number of other approved Tax Sheltered Annuities subject to IRS guidelines for maximum exclusion amounts. UNI does not contribute matching funds.

Pre-Tax Spending Account

Employees may elect to make pre-tax contributions to a Spending Account to be reimbursed for Dependent Care expenses. To be eligible for reimbursement, expenses must be incurred by December 31. Funds not used will be forfeited. Contribution elections may not be changed during the calendar year unless there is an approved family status change. New employees electing to participate in a spending account enroll from date of eligibility until December 31 only for the initial year of participation.

Example: An employee elects to contribute \$400 per month to the Dependent Care Spending Account. If the combined federal and state tax withholding is 20% and FICA and Medicare withholding is 7.65%, the total tax savings on the \$400.00 per month contribution is \$110.60 or \$1,327.20 per year.

Dependent Care Account:

This account is used to reimburse dependent care expenses incurred by employees. The maximum contribution is \$5,000 per year per family or the salary of the lower paid spouse—whichever is lower. Spouses who are full time students have an assumed income of \$200 per month. The minimum contribution is \$20 per month. Eligible expenses are limited to those allowed by the IRS for the Dependent Care Tax Credit. Every dollar contributed to a Dependent Care Account reduces the

allowable tax credit (on the tax return) by a dollar. Generally if family income is \$30,000 or more the Dependent Care Account is more advantageous than the tax credit. Expenses are reimbursed as funds accrue in the account.

Long-Term Care Insurance

UNI has contracted with John Hancock Insurance Company to provide Long Term Care Insurance to UNI employees and retirees. Long Term Care Insurance covers the cost of long term care either at home or in a facility. These are costs that are generally not covered by Health Insurance Plans. Participation is optional and the employee pays the entire cost of the premium. You will have 30 days in which to enroll without answering health questions and receive automatic enrollment. After the 30 days, you will be required to complete a health questionnaire and participation will be subject to the approval of the company. Spouses, domestic partners, parents, parents-in-law, grandparents, grandparents-in-law, siblings and children of UNI employees may also apply for coverage. Premium rates vary with the age of the applicant and the coverage options chosen. Enrollment packets are available in the Human Resources Services office or by calling John Hancock Company at 1-888-383-2700.

Social Security and Medicare

Participation is mandatory for all employees. The employee and UNI each make a contribution. Social Security contribution is 6.20% of all earnings up to a maximum defined each year by Social Security. Medicare contribution is 1.45% of all earnings.

Iowa Workers' Compensation

Pays medical bills and salary replacement for employees injured on the job or who suffer from job related illnesses. The program is administered by Sedgwick CMS of Des Moines, Iowa.

Employee Assistance Program (EAP)

UNI contracts with Allen Hospital in Waterloo to provide these services. This service offers initial assessment/referral and short-term counseling for employees and their immediate family members to address problems affecting personal relationships, health and work performance. For additional information, call 235-3550 or 1-800-303-9996 or visit the Human Resource Services' EAP website at <http://www.vpaf.uni.edu/hrs/eap/index.shtml>.

COBRA

Employees and their dependents that are covered by health and dental plans may be eligible to elect continued coverage for up to 18 or 36 months if there is a qualifying event such as termination of employment, divorce or a child losing eligibility status because of age, marriage or student status.