

2021 UH Benefit Rates

Benefits Enrolled In UH PeopleSoft

| Enroll | Benefits | Coverage Options | Premiums | |
|--------|--|---|---|--|
| | Medical Community First Health Plans 1 st & 2 nd Paycheck | Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family | \$ 98.42 \$181.33 \$178.47 \$306.47 | |
| | Dental DeltaCare DHMO-Plan 13B 1 st Paycheck | Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family | \$12.99 \$20.90 \$28.94 \$32.89 | |
| | Delta DPO – Low Plan 1 st Paycheck | Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family | \$23.34 \$46.48 \$56.91 \$75.46 | |
| | Delta DPO - High Plan 1st Paycheck | Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family | \$25.64 \$51.22 \$69.71 \$90.60 | |
| | Vision EyeMed 2 nd Paycheck | Employee Only Employee + Spouse/Domestic Partner Employee + Child(ren) Employee + Family | \$5.30 \$10.09 \$10.62 \$15.60 | |
| | Basic Term Life Reliance Standard | Basic Term Coverage \$25,000 | No Cost | |
| | Supplemental Term Life Reliance Standard 2 nd Paycheck | Coverage up to 5 times annual Salary | Refer to Benefit Guide For Rates | |
| | Dependent Term Life Reliance Standard 2 nd Paycheck | \$10,000 spouse/\$5,000 child \$20,000 spouse/\$10,000 child \$30,000 spouse/\$15,000 child \$40,000 spouse/\$20,000 child \$50,000 spouse/\$25,000 child | \$1.30 \$2.60 \$3.90 \$5.20 \$6.50 | |
| | Cancer Basic - Cancer Only Aflac Every Paycheck <small>*Children up to age 26 are covered at no additional cost, at 50% of the employee benefit amount.</small> | \$10,000 Lump Sum Benefit \$20,000 Lump Sum Benefit \$30,000 Lump Sum Benefit \$40,000 Lump Sum Benefit \$50,000 Lump Sum Benefit | <u>Employee (EE)</u> <u>EE & Spouse</u> \$ 6.23 \$12.46 \$11.79 \$23.58 \$17.35 \$34.70 \$22.91 \$45.82 \$28.47 \$56.94 | |
| | Enhanced - Cancer, Heart, Stroke and 17 Specified Diseases Aflac Every Paycheck <small>*Children up to age 26 are covered at no additional cost, at 50% of the employee benefit amount</small> | \$10,000 Lump Sum Benefit \$20,000 Lump Sum Benefit \$30,000 Lump Sum Benefit \$40,000 Lump Sum Benefit \$50,000 Lump Sum Benefit | \$ 8.55 \$17.10 \$16.47 \$32.94 \$24.38 \$48.76 \$32.30 \$64.60 \$40.21 \$80.42 | |
| | Short-Term Disability Reliance Standard Every Paycheck | 40%, 50% or 60% of your weekly salary | Refer to Benefit Guide For Rates | |
| | Long-Term Disability Reliance Standard Every Paycheck | 50% or 60% of your monthly salary | Refer to Benefit Guide For Rates | |
| | Flexible Spending Accounts TASC Every Paycheck | Healthcare FSA - Annually \$100 up to \$2,750 Dependent FSA - Annually \$100 up to \$5,000 <small>*Must elect new annual amount every year.</small> | Annual Election are Divided by 27 Paychecks | |

2021 Benefit Rates

Benefits enrolled directly with vendor or vendors

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|--|--|---|-------------------|-------------------|---------|---------|---------|---------|---------|---------|--|--|--|-------------------|-------------------|-------------------|---------|---------|---------|---------|---------|---------|---|
| FSA Store Online Retail Store | Retail store to purchase FSA Healthcare Account eligible items. Visit www.FsaStore.com/BssUhs Use Coupon Code: BssUhs20 to save \$20 | To purchase FSA eligible items call 1-888-372-1450 | | | | | | | | | | | | | | | | | | | | | |
| Pet Insurance Nationwide – Dog My Pet Protection Plan Protection with Wellness Every Paycheck Nationwide – Cat My Pet Protection Plan Protection with Wellness Every Paycheck | <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: center;"><u>90%</u></td> <td style="text-align: center;"><u>70%</u></td> <td style="text-align: center;"><u>50%</u></td> </tr> <tr> <td style="text-align: center;">\$17.35</td> <td style="text-align: center;">\$13.88</td> <td style="text-align: center;">\$10.41</td> </tr> <tr> <td style="text-align: center;">\$31.03</td> <td style="text-align: center;">\$24.83</td> <td style="text-align: center;">\$18.62</td> </tr> <tr> <td colspan="3"> </td> </tr> <tr> <td style="text-align: center;"><u>90%</u></td> <td style="text-align: center;"><u>70%</u></td> <td style="text-align: center;"><u>50%</u></td> </tr> <tr> <td style="text-align: center;">\$10.41</td> <td style="text-align: center;">\$ 8.33</td> <td style="text-align: center;">\$ 6.25</td> </tr> <tr> <td style="text-align: center;">\$18.62</td> <td style="text-align: center;">\$14.90</td> <td style="text-align: center;">\$11.17</td> </tr> </table> | <u>90%</u> | <u>70%</u> | <u>50%</u> | \$17.35 | \$13.88 | \$10.41 | \$31.03 | \$24.83 | \$18.62 | | | | <u>90%</u> | <u>70%</u> | <u>50%</u> | \$10.41 | \$ 8.33 | \$ 6.25 | \$18.62 | \$14.90 | \$11.17 | Rates for birds, rabbit, reptiles, and other exotic pets or to enroll call: 877-738-7874 Email: UhsBenefits@BenefitSource Solutions.com |
| <u>90%</u> | <u>70%</u> | <u>50%</u> | | | | | | | | | | | | | | | | | | | | | |
| \$17.35 | \$13.88 | \$10.41 | | | | | | | | | | | | | | | | | | | | | |
| \$31.03 | \$24.83 | \$18.62 | | | | | | | | | | | | | | | | | | | | | |
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| Online Enrollment: | http://www.Petinsurance.com/UniversityHealthSystem | | | | | | | | | | | | | | | | | | | | | | |
| Universal Life Trustmark-Benefit Source 1 st and 2 nd Paycheck | Employee and Spouse up to \$300,000 Children up to \$40,000 Limited health questions. | For rates or to enroll: Call: 210-340-0777 Text: 210-240-2574 | | | | | | | | | | | | | | | | | | | | | |
| Online Enrollment: | https://Trustmark.BenSelect.com/UHS | Email: UhsBenefits@BenefitSource Solutions.com | | | | | | | | | | | | | | | | | | | | | |
| Supplemental Disability Principal-Benefit Source 1 st and 2 nd Paycheck | Disability plan which compliments UH Long Term Disability by providing up to an additional 30% of monthly income. Monthly benefits from \$500 up to \$10,000. | For rates or to enroll: Call 210-340-0777 Text: 210-240-2574 | | | | | | | | | | | | | | | | | | | | | |
| Electronic Enrollment: | Application and health questionnaire emailed by Benefit Source for completion. | Email: UhsBenefits@BenefitSource Solutions.com | | | | | | | | | | | | | | | | | | | | | |
| Retirement Plans Voya Every Paycheck | Voluntary contributions into the 457(b) or 403(b) retirement plans. | Questions or to enroll: Call 210-979-8277 | | | | | | | | | | | | | | | | | | | | | |
| Online Enrollment: | https://UHS.beready2retire.com | | | | | | | | | | | | | | | | | | | | | | |

View 2021 UH Benefit information on UH infoNET or online at www.UhsBenefitsSa.com

UH Human Resources
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