2020 Open Enrollment Summary & Highlights

UC Blue & Gold HMO - Health Net

*Smart Start for Your Baby*
- Includes member incentive (baby thermometer) upon receipt of completed Notice of Pregnancy form
- Pre-and post-delivery mental health assessment

*Omada Health*
- Member access change from indefinitely to 2 years maximum
- Ability to save lessons, resources, conversations
- Notifications at 30-day, 14-day, 1-day intervals prior to account closure

UC Care, Health Savings Plan, CORE - Anthem Plan

*Prescription Drug formulary will move from Anthem National Drug List to Anthem Essential Drug List*
- Less costly medications with same effectiveness as more expensive medications
- 4-tier plan design remains unchanged
- No difference in pharmacy utilization programs: prior authorizations, step therapy, quantity limits programs

Health Savings Plan (HSP) - Anthem

*Costs for authorized ambulance and emergency medical service from out-of-network providers will apply to HSP in-network deductible.*

*Increase in HSP In-Network Deductible*
- **Individual:** $1,400 ($1,350)*
- **Family:** $2,800 ($2,700)*

Health Savings Account (HSA) - Health Equity

*IRS increases HSA Maximum Contribution*
- **Individual:** $3,550 ($3,500)* UC contribution to HSA counts towards IRS maximum
- **Family:** $7,100 ($7,000)* UC contribution to HSA counts towards IRS maximum

Dental – Delta Dental
- UC continues to pay the full cost of coverage for employees
- No benefit changes for Delta Dental PPO or DeltaCare USA HMO

Vision – Vision Services Plan (VSP)
- UC continues to pay the full cost of coverage for employees
- Frame restriction due to contact usage is eliminated
- Get contacts 1 year and a full set of glasses the next.
- Retinal screening copay reduced from $39 to $20 (includes advanced imaging)

*2019 Rate(s)  Rev. 10/24/2019*
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Legal – ARAG
  - No rate or benefit changes.

Disability (Short-term & Long-term) - Lincoln Financial
  - No rate or benefit changes
  - Not open during OE; apply anytime with Evidence of Insurability (EOI)

Life and Accidental Death & Dismemberment (AD&D) - Prudential
  - No rate or benefit changes
  - Life is not open during OE; apply anytime with EOI
  - AD&D always open for enrollment

*New* UCPlus Supplemental Health Plans – Aflac
  - Visit https://www.ucplus.com to learn more.
  - Accident
  - Critical Illness
  - Hospital Indemnity
  *Please note: Supplemental health plans are not a replacement for other benefits.*

Visit the UC Open Enrollment website for more information about these plans.

For updated rates, visit the 2020 Employee Medical Plan Costs.