



Indiana University Bloomington Faculty Council

# IU HUMAN RESOURCES

## FALL 2021 BENEFITS UPDATE

September 2022

# Agenda

## Healthcare Updates

- Open Enrollment 2022
- EAP/Mental Health and Wellbeing Communications

## Retirement Updates

- Retirement by the Numbers
- New Retirement Planning Virtual Series



**B E N E F I T S**



FALL 2021 UPDATE

# Healthcare Updates

Christan Royer | Director of Benefits, IU Human Resources

# Healthcare Plan Highlights

Employees eligible for healthcare coverage: **19,017**

Employees enrolled in healthcare coverage: **17,511** (approx. 40,000 enrolled counting spouses and children)

FY 2021/2022 IU budget projection for healthcare: **\$283 million**

FY 2021/2022 projected trends for healthcare:

- Average IU Trend = **3.5%**
- Average Market Trend = **5 – 9%**





# Employee Benefits Changes for 2022

- No plan design or benefit changes 2022 proposed
- The overall average percentage increase in employee premiums is **3.5%** across all salary bands and coverage levels
- HSA lump sum contribution provided annually in January
- New ID cards for all and new group number for Anthem plan members
- Tax Saver Benefit (TSB) Plan renamed to industry standard “Flexible Spending Account (FSA)”
  - Flexible Spending Account (FSA) (formerly known as Tax Saver Benefit (TSB) Plan)



# Employee HDHP & HSA Plans for 2022

## Anthem HDHP:

- Deductible: **\$1,700** employee-only / **\$3,400** family
- Out-of-Pocket: **\$3,400** employee-only / **\$6,800** family
- IU Contribution to HSA: **\$1,300** employee-only / **\$2,600** family

## IU Health HDHP:

- Deductible: **\$2,700** employee-only / **\$5,500** family
- Out-of-Pocket: **\$3,400** employee-only / **\$6,800** family
- IU Contribution to HSA: **\$1,600** employee-only / **\$3,200** family



# 2022 Employee Contributions

Monthly employee contribution (example based on employee-only Anthem PPO HDHP coverage)

Salary Band by Base Salary	Overall % Change from 2021 to 2022	Employee Paid % of Total Annual Premium	Employee Paid Annual Contribution
Below \$35,000	3.5%	5.1%	\$243
\$35,000 to \$59,999	3.5%	8.9%	\$427
\$60,000 to \$99,999	3.5%	13.5%	\$646
\$100,000 to \$149,999	3.5%	18.6%	\$897
\$150,000 to \$199,999	3.5%	23.9%	\$1,147
\$200,000 to \$249,000	3.5%	30.5%	\$1,462
\$250,000 +	3.5%	36.4%	\$1,745

Note: The percent contributed and average annual contribution based on premiums after tobacco-free reduction has been applied. Approximately 80% of IU employees sign the affidavit stating they are tobacco-free.



# Dollar Change in Employee Contributions

## Monthly Non-Tobacco Rate Change by Salary Band

	Current Enrollment	Less than \$35,000	\$35,000 - \$59,999	\$60,000 - \$99,999	\$100,000 - \$149,999	\$150,000 - \$199,999	\$200,000 - \$249,999	\$250,000+
<b>Anthem PPO HDHP</b>								
Employee Only	5,705	\$ 1.52	\$ 2.03	\$ 2.65	\$ 3.33	\$ 4.05	\$ 4.93	\$ 5.72
Employee + Child(ren)	1,773	\$ 2.74	\$ 3.66	\$ 4.76	\$ 6.00	\$ 7.29	\$ 8.87	\$ 10.30
Employee + Spouse	2,871	\$ 4.03	\$ 5.39	\$ 7.01	\$ 8.84	\$ 10.73	\$ 13.06	\$ 15.16
Family	4,857	\$ 4.86	\$ 6.51	\$ 8.47	\$ 10.67	\$ 12.95	\$ 15.77	\$ 18.31
<b>IU Health HDHP</b>								
Employee Only	592	\$ 1.28	\$ 1.71	\$ 2.24	\$ 2.83	\$ 3.44	\$ 4.19	\$ 4.86
Employee + Child(ren)	213	\$ 2.30	\$ 3.09	\$ 4.04	\$ 5.09	\$ 6.19	\$ 7.54	\$ 8.76
Employee + Spouse	222	\$ 3.39	\$ 4.54	\$ 5.94	\$ 7.50	\$ 9.11	\$ 11.10	\$ 12.89
Family	534	\$ 4.09	\$ 5.49	\$ 7.18	\$ 9.05	\$ 11.00	\$ 13.40	\$ 15.57
<b>Anthem PPO \$500 Deductible</b>								
Employee Only	641	\$ 5.33	\$ 6.45	\$ 8.35	\$ 9.97	\$ 11.65	\$ 13.40	\$ 15.20
Employee + Child(ren)	88	\$ 9.60	\$ 11.61	\$ 15.03	\$ 17.95	\$ 20.97	\$ 24.11	\$ 27.37
Employee + Spouse	167	\$ 14.14	\$ 17.09	\$ 22.13	\$ 26.42	\$ 30.87	\$ 35.50	\$ 40.29
Family	186	\$ 17.07	\$ 20.63	\$ 26.72	\$ 31.90	\$ 37.28	\$ 42.86	\$ 48.65

*Note: Reflects 3.5% increase to employee contribution.*



# Looking Forward

- Like many employers, IU is focused on **supporting employees** as they cope with the strain of the pandemic.
- Employers and employees are turning to **digital health resources** for their convenience, safety, and efficiency.
- Encouraging employees to receive **preventive care and screenings**.



# Cancer Screenings Reminder

- Nearly **10 million cancer** screenings have been missed in the U.S. during the pandemic
- Postcard sent to homes urging employees to **resume preventive care**, specifically cancer screenings
- Partnership with IU Human Resources, Healthy IU, the Simon Cancer Center, and the Indiana Cancer Coalition

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Cancer is the second leading cause of death in the U.S., but is going undiagnosed and untreated due to the COVID-19 pandemic. **Now is the time to resume preventive care**, including cancer screenings, because **CANCER WON'T WAIT.**

 Find cancer risk reduction and treatment resources at [go.iu.edu/cancer-resources](https://go.iu.edu/cancer-resources)

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preventive cancer screenings, and several screening options may be available. Talk to your healthcare provider about getting screened today. For more information on cancer risk reduction and treatment resources, visit [go.iu.edu/cancer-resources](https://go.iu.edu/cancer-resources).

# Employee Assistance Program (EAP)

## SupportLinc EAP by CuraLinc Healthcare

- Free, confidential counseling from licensed clinicians **24/7**
- Expanded treatment modalities, resources, and services that continue to evolve based on the needs of IU population
- Data shows **anxiety, depression, and stress** as the top reasons for calls from IU employees
- **98%** of cases resolved in the EAP



# September Communication

## Focus: **Managing Anxiety & Stress at Home & Work**

### EAP Live Webinars:

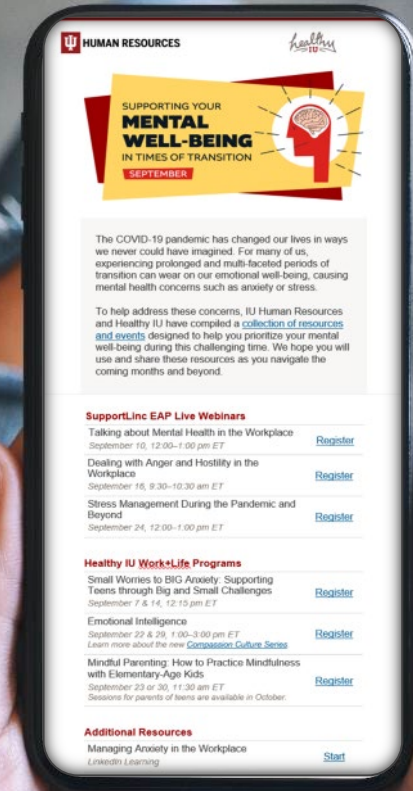
- Talking about Mental Health in the Workplace
- Dealing with Anger and Hostility in the Workplace
- Stress Management During the Pandemic and Beyond

### Work+Life Live Webinars:

- Small Worries to BIG Anxiety: Supporting Teens through Big and Small Challenges
- How to Practice Mindfulness with Kids and Teens

### LinkedIn Learning Courses:

- Managing Anxiety in the Workplace
- Supporting Your Well-Being During Times of Change and Uncertainty





# October Communication

Focus: **Dealing with Trauma, Grief, Loss**

## EAP Live Webinars:

- Self-Care in the Face of Trauma
- Coping with Grief

## Work+Life Live Webinars:

- Depression and Loss through the Teen Lens: Parenting Strategies for a Better Tomorrow

## LinkedIn Learning Courses:

- How to Support Your Employee's Well-Being
- Dealing with Grief, Loss, and Change as an Employee



# November Communication

Focus: **Gratitude, Mindfulness, and Motivation**

## EAP Live Webinars:

- Attitude for Gratitude

## Healthy IU Programming:

- Mid-Day Mindfulness Drop-ins

## LinkedIn Learning Courses:

- Enhance Productivity in a Hybrid Work Environment
- Daniel Pink on Motivation
- Thrive: Facing Challenges with Gratitude and Forgiveness  
How to Create a Life of Meaning and Purpose
- Finding Positivity in Daily Routines

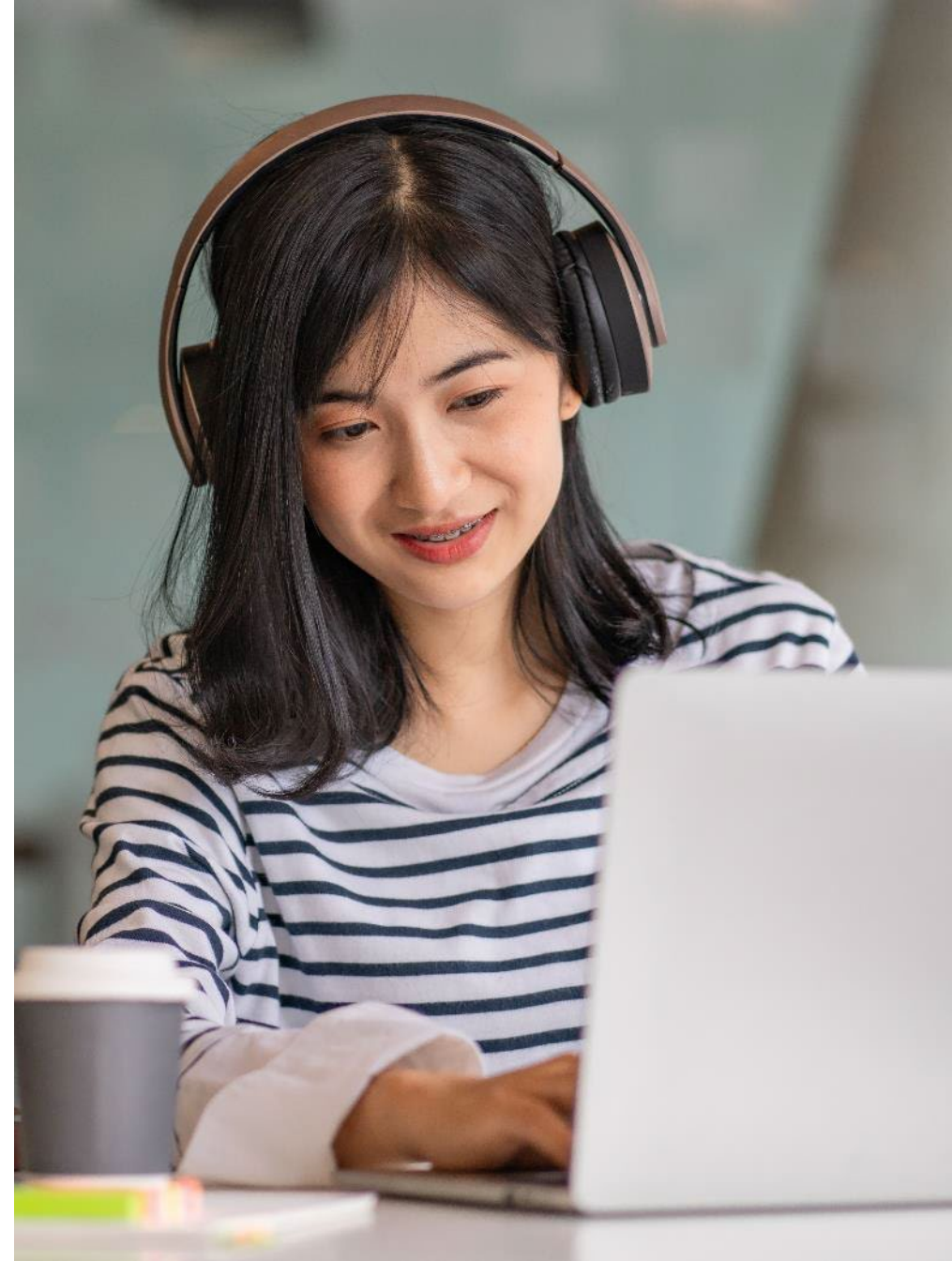




# NEW CuraLinc for Teens

**Launching November 2021**

- Expanded programming for adolescents
- Wide range of clinical and sub-clinical resources to support adolescent mental health:
  - Video Counseling for Teens
  - TextCoach for Teens
  - Coaching for Teens



# NEW SupportLinc Virtual Support Connect (VSC)

**Launching December 2021**

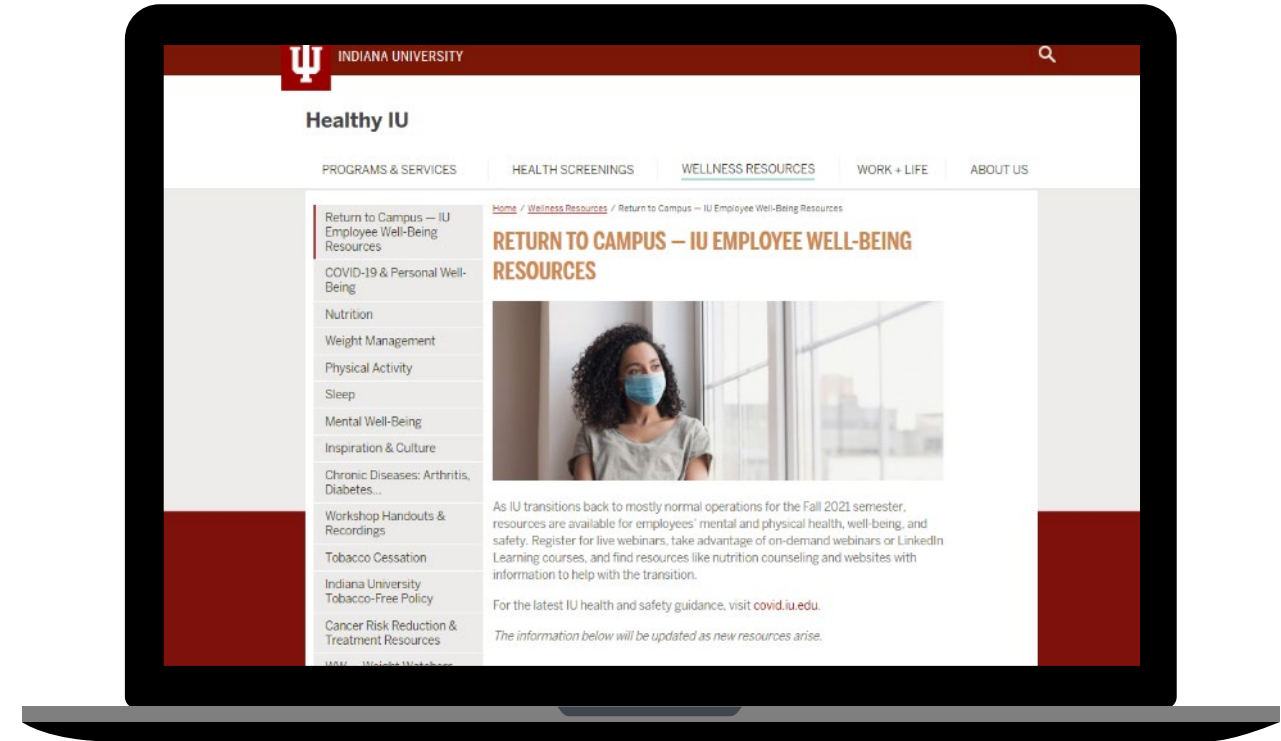
- Moderated digital group therapy sessions hosted by a licensed mental health counselor and subject matter experts.
- Topics include:
  - Preventing Burnout
  - Self-care; Grief support
  - Mindfulness; Sleep Fitness
  - Caregiver Support
  - More!



# Healthy IU Resources

**Mental and physical health, well-being, and safety resources to support IU employees.**

- Workplace Health and Safety
- Personal Well-Being During Times of Change
- Parenting and Caregiving
- Navigating Change in the Workplace
- Resources on Suicide and Crisis Situations
- Compassion Culture
- Mental Health First Aid
- Plant Based Eating Challenge



[go.iu.edu/40JH](https://go.iu.edu/40JH)







FALL 2021 UPDATE

# Retirement Updates

**Sue Dukeman** | Sr. Retirement Specialist, IU Human Resources

# Enhancements to IU Supplemental Retirement Plans

- Effective March 2021: **in-service withdrawals at age 59 ½** under the IU 457(b) Plan (option already available under the Tax Deferred Account (TDA))
- Allowing **pre-tax and after-tax Roth contributions** (or combination of both)
  - Flat-dollar amount or percent of pay
  - Change contribution any time
- Allowing **rollovers** into TDA and 457(b)
- Consult with tax advisor or Fidelity Retirement Planner to determine what's best for your situation/goals

TRADITIONAL Pre-Tax	vs	ROTH After-Tax
Contributions made <b>before</b> tax		Contributions made <b>after</b> tax
Withdrawals of contributions and earnings <b>are taxed</b>		Withdrawals of contributions and earnings <b>are <u>not</u> taxed*</b>

\*Withdrawals not taxed provided the distribution occurs **after five-year holding period** and due to death, disability, or attainment of age 59 ½.



# IU Retirements by the Numbers

- Average age at retirement: **66**
- Average years of full-time IU service at retirement: **28 years**
- From January 2019 – August 2021 **1,134** IU faculty and staff have retired
  - 2019 Retirements: **371**
  - 2020 Retirements: **393**
  - 2021 Retirements through September 15<sup>th</sup>: **370**





# Road to Retirement

- New webinar series launched in **Spring 2021**
- Designed to help IU employees explore options for retirement and transition from employee to retiree
- Wide range of topics presented by industry experts
- Spring 2021 series:
  - Over **800** faculty/staff members attended one or more sessions
  - Attendance **increased confidence** in retirement process and caused employees to **take direct action** supporting retirement planning
- Currently offering again—will continue to offer multiple times each year



# Road to Retirement

- Targeted to IU faculty and Staff who are **one year or less** from IU Retiree Status requirements
- Spouses and partners welcome to attend
- Encourage all employees over age 65 (regardless of intent to retire) to attend HSA, Medicare, and Social Security sessions
- Attending sessions more than once over a couple of years = improved retirement planning and preparation



# Road to Retirement

## Topics Covered:

- Psychology of Retirement
- Faculty Phased Retirement
- IU Retiree Status and Benefits
- Medicare
- Social Security
- How to Make Your HSA, Medicare, Social Security Work Together
- Turning Retirement Savings to Income
- Preserve Savings for Future Generations





THANK YOU

**Questions?**