



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+
Anthem PPO HDHP								
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
IU Health HDHP								
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
Anthem PPO \$500 Deductible								
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

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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.

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:

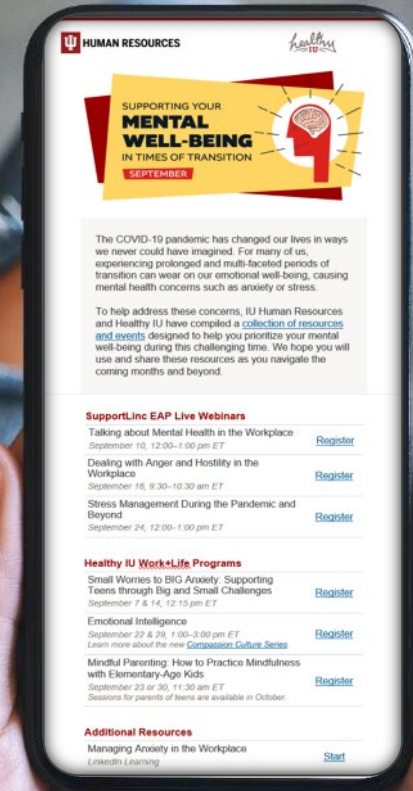
- Talking about Mental Health in the Workplace
- Dealing with Anger and Hostility in the Workplace
- Stress Management During the Pandemic and Beyond

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

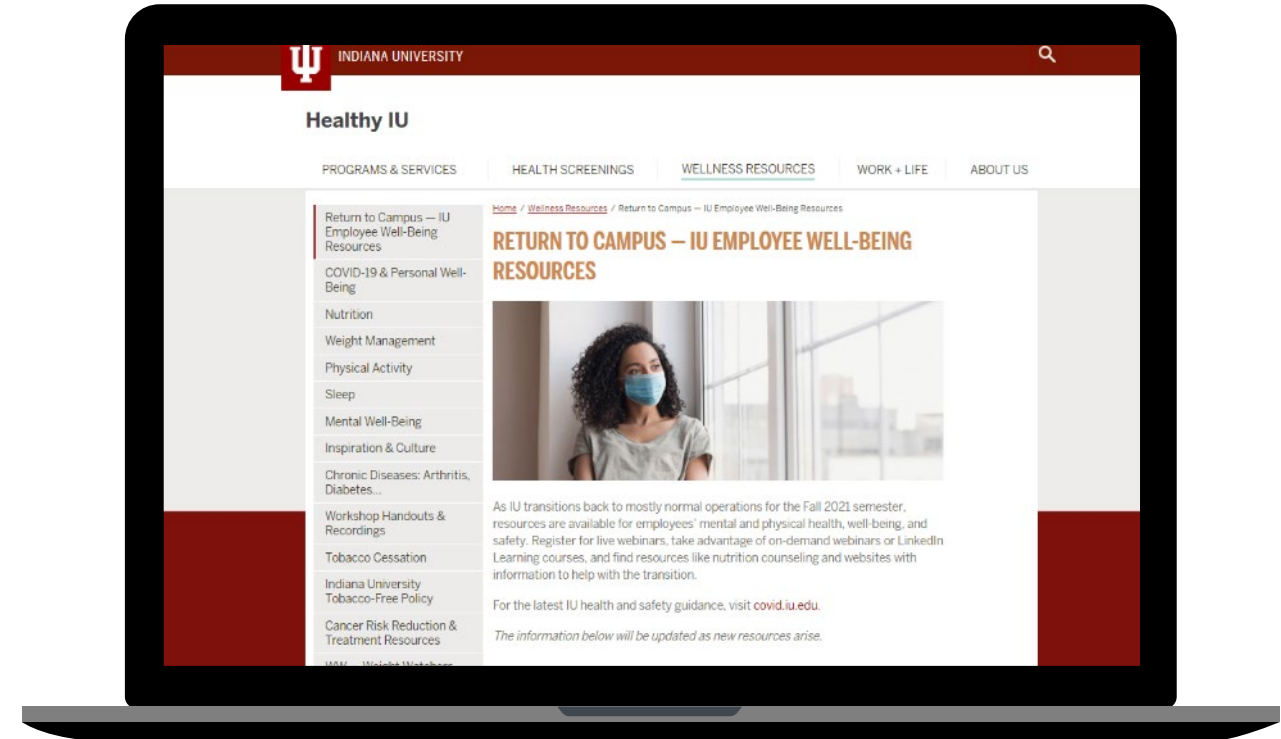
- Moderated digital group therapy sessions hosted by a licensed mental health counselor and subject matter experts.
- Topics include:
 - Preventing Burnout
 - Self-care; Grief support
 - Mindfulness; Sleep Fitness
 - Caregiver Support
 - More!



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





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 before tax		Contributions made after tax
Withdrawals of contributions and earnings are taxed		Withdrawals of contributions and earnings are <u>not</u> taxed*

*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 15th: **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?