

UVA Medical Center Benefits Worksheet

Print this worksheet and fill it out as you review your benefits information. Bring the form to your orientation where you will have the opportunity to enroll in your benefits or discuss any questions you have with a benefits counselor.

If you are transferring from a UVA academic position or a Virginia state agency or have a spouse who is a state employee, you may be eligible to retain your Virginia Retirement System (VRS) benefits. Contact the HR Customer Service Center at 434.243.3344 or HRInfo@virginia.edu.



Benefits with a blue header are paid for by your employer.



Benefits with a green header can be purchased at an additional expense.

1a. Medical/Prescription/Vision Discount

Choice

Value

Basic

Waive Coverage

1b. Vision (Optional Purchase)

Yes

No

1c. Dental (Optional Purchase)

Basic

Enhanced

Decline

2. Flexible Spending Accounts

\$ _____ Full FSA can be selected if choosing Value or Choice Plan

\$ _____ Limited FSA can be selected if choosing Basic Plan and you participate in the HAS. Can be used for vision and dental expenses.

\$ _____ Child/Elder Daycare Reimbursement

3. Basic Life Insurance (No Cost)

Life Insurance Coverage - \$25,000

3a. Supplemental Life Insurance – Before Tax (Optional Purchase)

Fee is deducted **BEFORE** payroll taxes are calculated. This option must be selected if you plan on purchasing other supplemental life insurance.

Supplemental Coverage

3b. Supplemental Life Insurance – After Tax (Optional Purchase)

Fee is deducted **AFTER** payroll taxes are calculated. Use the formula below to determine the amount of coverage available to you. To purchase without having to answer health questions, use the formula below.

Annual salary _____ X 2 = _____. Round up to next \$50,000 = _____

\$ _____ Cost of supplemental coverage (i.e. 37 year-old with \$175,000 coverage pays \$4.99 for coverage)

3c. Supplemental Life Insurance – Spouse Coverage (Optional Purchase)

Coverage cannot exceed 50% of your combined Basic Life and Optional Life plans. Amounts above \$25,000 require an Evidence of Insurability (EOI).

- \$12,500 \$25,000 \$50,000 \$75,000 \$100,000

3d. Supplemental Life Insurance – Child Coverage (Optional Purchase)

One premium rate covers **ALL** eligible children

- \$5,000 \$10,000

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4. Accidental Death & Dismemberment (Optional Purchase)

Coverage cannot exceed 10 times your annual salary.

To calculate: Annual salary _____ X 10 = _____

- | | | | |
|--|------------------------------------|------------------------------------|------------------------------------|
| <input type="checkbox"/> Employee only | <input type="checkbox"/> \$25,000 | <input type="checkbox"/> \$200,000 | <input type="checkbox"/> \$400,000 |
| <input type="checkbox"/> Employee & Family | <input type="checkbox"/> \$50,000 | <input type="checkbox"/> \$250,000 | <input type="checkbox"/> \$450,000 |
| | <input type="checkbox"/> \$100,000 | <input type="checkbox"/> \$300,000 | <input type="checkbox"/> \$500,000 |
| | <input type="checkbox"/> \$150,000 | <input type="checkbox"/> \$350,000 | |

5a. Disability Insurance (No Cost) Short and Long-term (STD & LTD)

STD: 60% income replacement (weekly maximum = \$1,100) beginning the 15th day of continuous disability, expires after 6 months.

LTD: 60% income replacement up to a maximum of \$10,000 per month, beginning after 6 months of STD benefits expire.

- STD will be pre-selected in the benefits enrollment system.
 LTD will be pre-selected in the benefits enrollment system.

5b. Disability Insurance – Long-Term Disability (Optional Purchase)

Provides additional 6 & 2/3% of salary (in addition to LTD) up to a monthly maximum of \$10,000.

- Optional LTD

6. Long term Care (Optional Purchase)

To enroll, contact Genworth at www.genworth.com or 1.866.859.6060

7a. Retirement

TIAA-CREF _____ Percent

Fidelity _____ Percent

7b. Tax-Deferred Savings Plan

TIAA-CREF – 403 (b)

Fidelity

ICMA-RC – 457 (b)

457 – Roth

Once you have entered your vendor preference, you must go to the vendor’s website to complete your designations.