

HRIC Takeover

 UNIVERSITY OF DENVER • The Bridge

HRIC Bridge Takeover Spring Quarter: Open Enrollment

Welcome to a special edition of The Bridge, produced in collaboration with your Human Resources and Inclusive Community team!

Please save this edition and refer to it often throughout Open Enrollment this spring and as you use your benefits throughout the year.

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HRIC Town Hall



Are you curious about University updates or have questions for HR? Don't miss our next HRIC Town Hall! Join us on May 4, 9:30-11 a.m., in Community Commons Room 1700 for an informative and engaging session. This is a great opportunity to touch base with our HR partners and stay up-to-date on important news. We look forward to seeing you there!

If you missed our last HRIC Town Hall, don't worry—we've got you covered. You can catch up on all the important updates and information by watching the recording of the event. Simply click on the link here to access the video.

We encourage you to watch the video to stay informed about what's going on among staff and our HR Department. You never know, the recap might just answer a question you've been waiting to ask!

Open Enrollment



Open Enrollment will start May 1 and close May 15. All elections made during Open Enrollment will become effective July 1, 2023, and continue through June 30, 2024.

During Open Enrollment, you'll be able to compare options and select your healthcare coverage and other benefits that best fit the health care needs of you and your family. If you do not complete enrollment this upcoming plan year, your current coverages (except FSA elections) will carry over to the new plan year. We understand that your health and the health of your family is your top priority. These are our top priorities, too, which is why we continually strive to offer you the best employee health benefits plan available.

When you're ready to enroll, here's what you do:

- Review the plan options available to you [by visiting the Open Enrollment website](#).
- Contact Cigna with any health care or benefit questions by calling 888-806-5042.
- Review the "How to Enroll" guide or watch a video demonstration of the enrollment process on the Open Enrollment website.
- Get your documents ready. You'll need documents for each dependent (birth certificate, marriage license, etc.) to upload into the system.
- [Log in to MyDU](#), make your benefits selections and print/save your benefits selection verification sheet.

Employees can contact the Human Resources and Inclusive Community benefits team for help navigating the online system by calling 303-871-7420 or emailing benefits@du.edu.

Here are the details for the next meeting and the Benefits fair, hosted by your benefits team, to learn more about your benefit options:

Virtual Open Enrollment Meeting

Monday, May 8, 1–2 p.m.

Please join via [this Zoom link](#).

Meet One-on-One About Your Benefits

During Open Enrollment, benefit specialists will be available to meet in person to answer your questions. You may drop by the Mary Reed Building, Room 403, from 9 a.m.–4 p.m., Monday through Friday, May 1-15.

No appointment needed.

Benefits Fair

Tuesday, May 2, from 9 a.m.–2 p.m.

Community Commons, Room 1700

2055 E. Evans Ave, Denver, CO 80208

Our benefit plan vendors will be on hand to provide information and answer questions about our plans and programs. Chair Massage Therapists will be available on a first-come, first-served basis from 10 a.m.-2 p.m. Nutrition Designed will provide healthy smoothie demonstrations and samples from 11 a.m.-1 p.m.

We have also provided answers to frequently asked questions on the [Cigna Transition website](#) and will continue to update the information frequently.

Employee Assistance Program (EAP)

SUPPORT LINC
EMPLOYEE ASSISTANCE PROGRAMS

PHONE 1-888-881-LINC (5462)

WEB WWW.SUPPORTLINC.COM

The University of Denver provides an Employee Assistance Program (EAP) through SupportLinc to all benefited employees at no cost.

The EAP is a 100% confidential health benefit, separate from medical insurance, to help you manage a broad range of life's daily challenges, including anxiety and depression, marriage/relationship problems, grief/loss, substance abuse, anger management, work-related pressure and stress.

If you have any questions, please email well@du.edu for assistance.

Your Medical Plan and Healthcare Experience

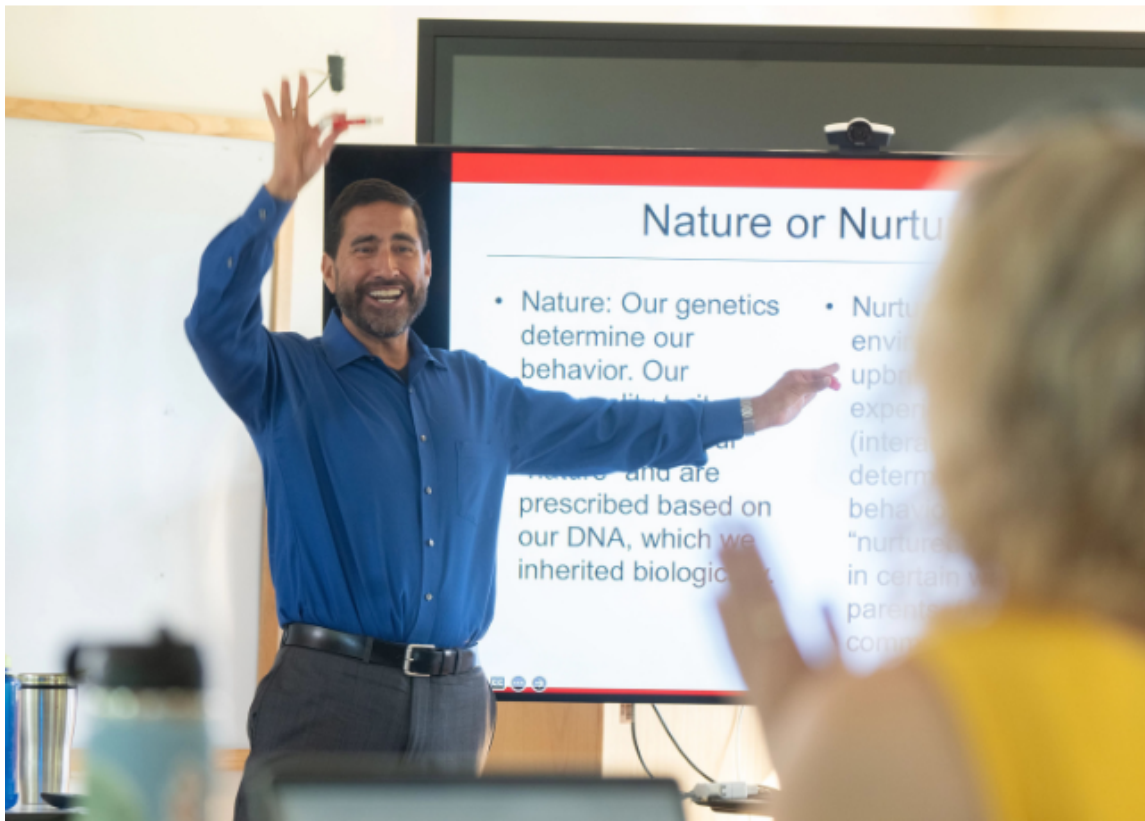


Your medical plan will have a big impact on your healthcare experience, so it's an important decision. If you are not currently enrolled in medical coverage and do not take action to enroll during this Open Enrollment period, we will consider no response as a waiver for the 2023 plan year after the Open Enrollment period has closed.

The University will remain with Cigna as DU's health care provider for the 2023 plan year. You have a choice of two plans: a Copay Plan and a High Deductible Health Plan (HDHP).

As a reminder, we have provided some information about what you can continue to expect with Cigna's plan below.

Cigna: More Choices for More Coverage



Cigna offers access to more doctors, hospitals and other health care providers and facilities in the Denver area and nationally. In Colorado, you will have access to more than 18,000 providers and 60 hospitals, including the specialty hospitals University of Colorado, National Jewish and Children’s Hospital. You will also have access to the largest mental and behavioral health network in the Denver/Boulder area.

Cigna offers expanded mental health services and infertility treatment services, something our community specifically requested. Cigna has demonstrated a commitment to cultural competency and health equity, another important DU value. With a greatly expanded pool of diverse healthcare providers, Cigna allows DU to meet employee calls for increased equity in mental and behavioral health— an especially important outcome when the COVID-19 pandemic has impacted the lives of members of our community.

Cigna One Guide Hotline: 888-806-5042



Employees have immediate access to the Cigna One Guide service to get personalized, useful guidance.

Cigna One Guides will help employees understand coverage, find the plans available, check for in-network doctors and answer other questions employees may have before, during and after the enrollment period.

The Cigna One Guide service is available by calling 888-806-5042.

Medical Insurance Rate Changes

Effective July 1, the medical insurance premium rates (see below) will increase 8.45% above current levels. Only 3% of the increase will be passed on to employees. The University will absorb the remaining 5.45%.

There are no changes to the plan design, including deductibles, copays, coinsurance and prescription drug benefits. Although there is an increase in cost for both employees and the University, care was taken to ensure that employee costs remain affordable and that our employer-sponsored plan remains financially sustainable.

Medical	Copay Plan		HDHP-HSA Plan*	
	DU Contributes	Employee Contributes	DU Contributes	Employee Contributes
Employee Only	\$657.52	\$94.45	\$581.73	\$0.00
Employee & Spouse	\$1,105.13	\$393.46	\$990.02	\$168.61
Employee & Child(ren)	\$996.27	\$352.96	\$888.93	\$154.28
Family	\$1,477.25	\$618.74	\$1,322.99	\$297.01

*If you enroll in the HDHP and open a health savings account (HSA) through Rocky Mountain Reserve the University will contribute \$27.64 per month to your HSA.

Your portion of the cost(s) will be deducted from your paycheck on a pre-tax basis. The amount of the premiums paid by employees for civil union or domestic partner coverage will be withheld on a post-tax basis. The University portion of the premium paid for a civil union or domestic partner will be added to your earnings as taxable income.

Medical Plan Options



Copay Plan

The Copay Plan has set copays for some services and a deductible and coinsurance for others. There is a \$0 deductible. The out-of-pocket maximum is \$2,000 for individuals. Copays do not apply toward your deductible, so you will pay copays until you reach your annual out-of-pocket maximum. After that, the plan pays for 100% of your covered claims for the rest of the year.

High Deductible Health Plan with Health Savings Account Plan (HDHP-HSA Plan)



With the High Deductible Health Plan (HDHP), you pay the full negotiated cost for medical services and prescription drugs except preventive care, which is covered at 100%, until you meet your annual deductible.

The deductible is \$1,500 for individuals. If you meet the deductible, you and the plan share the costs (80% paid by the plan and 20% coinsurance paid by you) until you reach the annual out-of-pocket maximum (\$3,000). After that, the plan pays for 100% of your covered claims for the rest of the year.

If you are enrolled in the HDHP, you may be eligible to contribute tax-free dollars to a Health Savings Account (HSA) to pay for eligible medical expenses. You choose when to use the money in your HSA account. It rolls over from year to year, allowing the balance to increase.

Eligibility restrictions and contribution limits apply and are subject to change annually.

Dental

The University offers you a choice of three dental plans, two with Delta Dental and one with Beta Health.

With the Delta Dental options, you and your family members may visit any licensed dentist, but you will receive the greatest savings benefit if you see a PPO Provider.

Both plans include the [Right Start 4 Kids program](#), which covers children up to their 13th birthday at 100% with no deductible when you see a PPO or Premier provider. Coverage includes the same services outlined in the plan, up to the annual maximum

and subject to limitations and exclusions. Orthodontia is not covered at 100% but at the plan's listed coinsurance.

Vision

There are two vision plan options available through EyeMed: a Base Plan and an Enhanced Plan.

Both plans include the Freedom Pass, which allows you to select any frame at Target Optical at no cost to you.

Your frame will be covered 100%, no matter the brand or the original retail price point.

Life Insurance

The University provides Basic Life insurance of 1x your current salary to a maximum of \$100,000 at no cost to you.

During this Open Enrollment, you may purchase employee Voluntary Life insurance up to the guaranteed coverage, which is the lesser of 5x salary or \$200,000 without evidence of insurability.

Performance Management

You and your manager have until May 8 to complete these three steps:

- 1. Complete your self review.**
- 2. Your manager reviews you.**
- 3. Meet with your manager to discuss your evaluation.**

The earlier you complete your performance evaluation review, the better you will feel about having it behind you.

Goal Setting



You should also be thinking about your goals for the next evaluation cycle, which is April 1, 2023, to March 31, 2024.

Goals help make sure what you're doing aligns with the organization's mission and priorities. You should always work with your manager on your goals to ensure this alignment. You can also refer to your job description (available from your business officer) and team and divisional goals, and each goal can be aligned with one of the five competencies.

Start with this question: What do I need to do this year to succeed? Goals should be specific, measurable, achievable, results-focused, and time-bound (SMART). These outcomes and deliverables of job performance are used to quantify the overall contribution to the University. Achievement of job goals and objectives will be rated during each employee's yearly performance review, so it is very important to have strong, obtainable goals to meet for your performance evaluation next spring.

Start and due dates will default to the performance cycle year, so one option is to set goals you can meet by March 31, 2024. Don't worry, goal setting is fluid. Setting a future due date will cause the goal or objective to appear on every performance plan and performance review until the due date is reached. Performance evaluations are meant to assess progress toward completion, not necessarily to indicate completion itself.

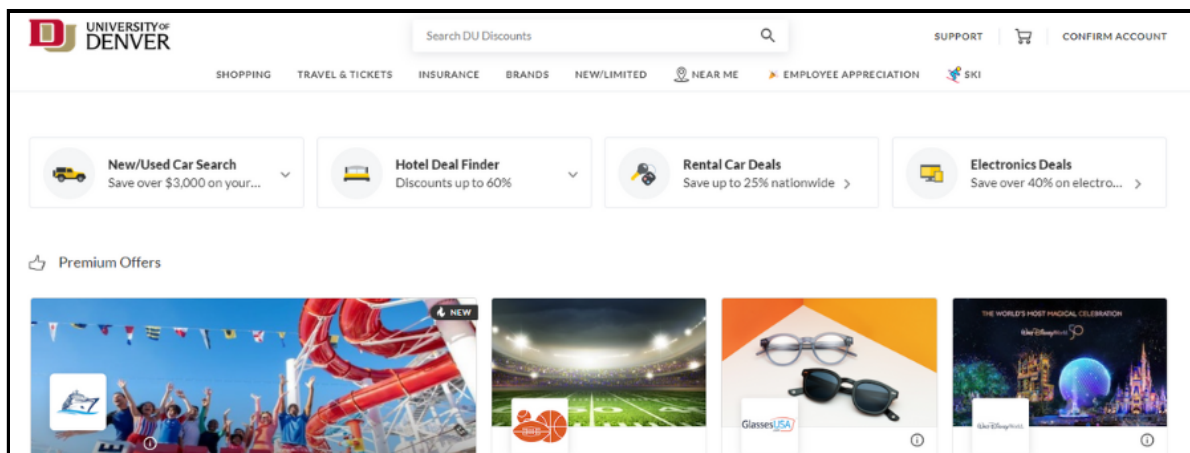
Questions about setting goals? Visit the [Performance Planning FAQs](#) for more information or, should you have any questions not addressed in the FAQs, please contact performancemanagement@du.edu →

Previous HRIC

Just a friendly reminder that our previous HRIC Takeover was on March 2. If you need to refer back to any information presented there, search your email for the subject line "Winter 2023 HRIC Bridge Takeover." We value your participation, and we're committed to keeping you informed.

Thank you for being a part of our HRIC community!

Beneplace: DU Discounts and Deals



Are you ready to save some serious cash while having fun? Look no further than DU Discounts, your ultimate destination for exclusive and convenient savings on all the things you love! As a DU employee, you get free access to these amazing deals. Enrolling is a breeze, so what are you waiting for? Check out the awesome spring and summer deals listed below and start saving today!

Be sure to [register here](#).

LEGOLAND California

Save up to 35%

New this spring, see iconic San Diego landmarks built from millions of LEGO® bricks in the heart of LEGOLAND® California Resort!

Regal Movie Theatre - UA Colorado Center

Up to 30% off

Haven't seen a movie in a while? Need a date night? Or just need to get the kids out of the house? We've got you covered. Save over 35% on tickets and 15% off gift cards today at Regal Movie Theatre.

Laithwaites Wine

Save \$170 this Mother's Day

Laithwaites offers cases of wine delivered directly to your door. This Mother's Day, raise a glass to mom with 12 top-rated red wines and receive bonus bottles and glasses.

Spring Break Travel Deals

Get up to 60% off last-minute adventures

Get great discounts to the best theme parks, attractions, hotels and rental cars nationwide. With something for every age and interest, find your perfect spring break escape and create a new season of unforgettable memories.



Staff Job Architecture Project

HRIC has begun the Staff Job Architecture Project with the first step being an internal alignment of salary grades. This initial work does not impact individual staff salary amounts - rather it is a foundational piece to the bigger picture. Ultimately, once completed, the Staff Job Architecture project will help the University align the relationship between staff performance and pay with that of our compensation philosophy. This will support staff retention and appreciation efforts University-wide. If you have questions about this project, join us at an upcoming town hall.

The Bridge connects faculty and staff to all campus happenings, all the time.

Do you have an announcement, opportunity, survey or event to promote to DU faculty/staff?

Use **our easy online form** to submit your news. Paid events and programs must include a DU faculty/staff discount. **A minimum lead time of two weeks pre-publication is required for consideration.**

We want to hear from you! Give us your feedback on The Bridge or suggest new content to consider using **our easy feedback form**.

