

2024-2025 Summary of Monthly Benefit Premiums

Monthly premiums are split and deducted from your paycheck on a semi-monthly basis.

	Participating (PAR) Network			Preferred ValueCare (PVC) Network		
	Single	Two-Party	Family	Single	Two-Party	Family
Traditional						
Employee Premium	\$110.64	\$243.36	\$342.94	\$46.90	\$103.12	\$145.32
University Contribution	\$734.30	\$1,615.46	\$2,276.36	\$734.30	\$1,615.46	\$2,276.36
Internal Dual Coverage						
Employee Premium	-	\$353.48	\$453.56	-	\$150.30	\$195.22
University Contribution	-	\$2,349.78	\$3,010.66	-	\$2,349.78	\$3,010.66
High Deductible						
Employee Premium	\$30.82	\$67.84	\$95.58	\$0.00	\$0.00	\$0.00
University Contribution	\$734.30	\$1,615.46	\$2,276.36	\$734.30	\$1,615.46	\$2,276.36
Dental						
Employee Premium	\$12.78	\$16.36	\$23.78	-	\$29.12	\$36.56
University Contribution	\$51.62	\$66.00	\$96.04	-	\$117.62	\$147.66

Visit the Benefits website within the People & Culture menu of the myUVU Workplace under Employee Resources for plan summaries.

Flexible Spending Account (FSA)

An FSA allows benefits-eligible employees enrolled in the university's Traditional medical plan to set aside a portion of their income, before taxes, to pay for "qualified health related expenses". Funds in the FSA will be forfeited if they are not used within the plan year grace period.

Dependent Care Flexible Spending Account (DCFSA)

A DCFSA allows benefits-eligible employees to set aside a portion of their income, before taxes, to pay for "qualified dependent care expenses". Funds in the DCFSA will be forfeited if they are not used within the plan year grace period.

Health Savings Account (HSA)

An HSA is a special savings account that allows benefits-eligible employees enrolled in the university's HDHP medical plan to save pre-tax dollars to pay for "qualified health related expenses". Funds in the HSA roll from year to year and are the employees to keep.

UVUFit Employee Wellness Program

UVU's award-winning employee wellness program offers employees resources and opportunities to develop and achieve a healthier lifestyle and overall well-being. Benefits-eligible employees enrolled in one of UVU's medical plans are eligible to participate in the two-tier incentive program.

Employee Mental Health and Wellness

UVU offers an Employee Assistance Program (EAP) through CompPsych to help employees and their families cope with life's challenges. FT employees and their dependents are eligible for the EAP and covers 8 free counseling sessions (per new incident).

Diabetes & Hypertension Management Program

UVU offers a customized diabetes and hypertension management program, at no cost, to eligible employees and their dependents who are enrolled in one of UVU's medical plans.

Retirement Plans

Benefits-eligible employees will be enrolled in a 401(a) Defined Contribution Plan, with an employer contribution of 14.2% based on the employee's compensation. Employees will have the option to elect TIAA and/or Fidelity Investments. Utah Retirement Systems is available to those who have participated with URS in the past and wish to main with them. Additional retirement investment options are available to employees who would like to contribute through payroll deduction into a 401(k), 403(b), Roth 403(b), 457, or Roth IRA.

Life/AD&D and LTD Insurance

The university provides benefits-eligible employees \$50,000 in basic term life and \$50,000 in AD&D coverage, as well as Long Term Disability (LTD) insurance. Additional voluntary life and AD&D insurance options are available to employees and their dependents.

UVU Tuition Remission

Employees and their dependents may be eligible for educational development through the use of undergraduate tuition and fee remission.

Additional Insurance Options

Supplemental plan options like *AFLAC*, *Legal Shield*, *MetLife Home & Auto*, and *UHC Vision* are available to employees who are interested. Premiums for these options are taken by payroll deduction and paid directly to the vendor.