

## Important Dates

Open Enrollment Begins:  
**Monday, May 11, 2020**

Open Enrollment Ends:  
**Friday, May 29, 2020**

Effective Date of Coverage:  
**Wednesday, July 1, 2020**

## Enroll In or Make Changes to Your Benefits Elections

Visit [openenroll.hr.pitt.edu](https://openenroll.hr.pitt.edu) to get started with enrolling in, making changes to, and confirming your benefits elections.

Open Enrollment, as defined by the IRS, is the only time that you can make changes to your benefits elections unless you experience a qualified status change (marriage, divorce, birth of a child, etc.) during the plan year. Learn more about qualified status changes at [hr.pitt.edu/benefits/qualified](https://hr.pitt.edu/benefits/qualified).

**If you do not make changes during the Open Enrollment period, your current benefits elections will remain the same.**

## Summary Guide to Benefits

Learn about the available plans, review plan premiums, and discover more benefits available to you in the 2020-21 Summary Guide to Benefits.

The Summary Guide to Benefits is available online at [hr.pitt.edu/summaryguide](https://hr.pitt.edu/summaryguide).



In order to protect your confidential information, the University will not mail a printed summary of your benefits elections. If you make changes to your elections, you should print your online confirmation statement, which is available at the end of the benefits self-service process in PRISM.

Open Enrollment is a great opportunity to review or add information for your dependents, and to provide dependent Social Security Numbers (SSNs) if they are not currently on file with the University, to maintain compliance with the Affordable Care Act (ACA). You can view and update this information through the benefits self-service process in PRISM.

If you have moved, or will be moving soon, you should update your home address with your department administrator and with the University's Payroll Department online at [payroll.pitt.edu](https://payroll.pitt.edu) (select Employee Self Service and then Update Address).



University of  
Pittsburgh

Office of  
Human Resources

Benefits Department

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[hr.pitt.edu/contact-ohr](https://hr.pitt.edu/contact-ohr)  
[hr.pitt.edu/benefits](https://hr.pitt.edu/benefits)



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## 2020-21 Highlights:

# Benefits Open Enrollment



Summary Guide to Benefits  
[hr.pitt.edu/summaryguide](https://hr.pitt.edu/summaryguide)



# What's New This Year?

## Medical

[hr.pitt.edu/medical](http://hr.pitt.edu/medical)

All plan designs remain unchanged, but include a 3.4% rate increase.

UPMC continues the partnership with Amplifon to provide medical plan participants access to a national network of over 5,500 hearing health care providers with over 3,800 hearing aid models. The benefit includes an \$1,800 per ear insurance payment towards the cost of hearing aids every three years.

## Dental

[hr.pitt.edu/dental](http://hr.pitt.edu/dental)

## Vision

[hr.pitt.edu/vision](http://hr.pitt.edu/vision)

The plan designs and premiums for Dental and Vision coverage remain the same as the current plan year.

## Wellness for Life Incentives

[hr.pitt.edu/incentives](http://hr.pitt.edu/incentives)

Earn wellness incentives for completing healthy activities! You and your covered spouse/domestic partner, if applicable, are each eligible to earn up to \$125 or up to \$200, depending on your medical plan. Incentive activities for 2020-21 include:

Amount	Completion of
\$50/\$75	Health Risk Assessment
\$15-\$80	Biometric Screening
\$100-\$175	Health Coaching: Lifestyle Program
\$100	Health Coaching: Condition Management
\$15	Physical exam through PCP
\$15	Flu vaccination
\$15	Age-appropriate preventive care activity
\$15	Other immunization

*Dependent children are encouraged to continue taking part in healthy lifestyle activities; however, due to IRS regulations, they do not have the ability to earn incentives.*

## Flexible Spending Accounts

[hr.pitt.edu/fsa](http://hr.pitt.edu/fsa)

The annual health care spending account limit has increased to \$2,750. The IRS allows a \$500 rollover (carryover) from the previous plan year for the health care FSA. Any amount that rolls over into the new plan year does not affect the maximum election you may select; consider the rollover amount before making your health care FSA election.

The dependent day care account maximum remains at \$5,000 annually.

The parking and mass transportation accounts maximum annual contribution amounts have increased to \$3,240 per plan.

## Life Insurance

[hr.pitt.edu/life](http://hr.pitt.edu/life)

There are no changes to the life insurance plans or rates for the upcoming fiscal year. However, please note that Aetna's name will change to The Hartford in 2020.

Please note: your premium in the Optional Group Life coverage may change if you reach a new age bracket. The premium is based on your age as of July 1 annually. Premiums will not change throughout the plan year even if you reach the next higher age bracket.

## More Benefits for You & Your Family

There are a variety of additional benefits available to you and your family that you can take advantage of outside of the Open Enrollment period, such as:

- » Student loan assistance through Savi
- » Legal counseling through MetLife (PittPerks)
- » Comprehensive Medication Management
- » UPMC AnywhereCare

Discover all your benefits at [hr.pitt.edu/benefits](http://hr.pitt.edu/benefits)

# Want to Learn More?

## Webinar: A Guide to Your Benefits at Pitt

Join OHR for a live webinar about Open Enrollment and the benefits available to you at Pitt. Learn what's new this year and get your questions answered.

**Thursday, May 14**  
**9:00 am - 10:00 am**

**Wednesday, May 20**  
**1:00 pm - 2:00 pm**

Register online: [hr.pitt.edu/oe-webinar](http://hr.pitt.edu/oe-webinar)

## Contact the Benefits Department

Questions about plan changes? Need assistance with enrollment? Contact the Benefits Department by submitting a request online:

[hr.pitt.edu/contact-ohr](http://hr.pitt.edu/contact-ohr)

