## 2018 Plan Election

### Your Choices

| **Medical/Prescription** | **Wellmark Blue Advantage** – the ISU Health Maintenance Organization (HMO) Plan and Express Scripts Pharmacy Plan  
Wellmark Alliance Select – the ISU Preferred Provider Organization (PPO) Plan and Express Scripts Pharmacy Plan  
No coverage – ISU share applies to dental premium first. If not applicable, then to one flexible spending account (health care reimbursement account or dependent care assistance program) |
| **Dental** | **Basic Dental Plan**  
Comprehensive Dental Plan (3 year lock-in required)  
No coverage – ISU share applies to medical premium first. If not applicable, then to one flexible spending account (health care reimbursement account or dependent care assistance program) |
| **Basic Life Insurance/Accidental Death and Dismemberment (AD&D)** | 2 times annual salary in Basic Life Insurance, plus 4 times annual salary if accidental death or dismemberment.  
Reduces January 1 of the year you turn at age 65 |
| **Voluntary Life Insurance** | **Must** be enrolled in basic life to be eligible (allowed to drop coverage throughout year)  
1 times annual salary  
2 times annual salary  
3 times annual salary (underwriting required for 3 or 4 x coverage)  
4 times annual salary |
| **Dependent Life Insurance** | To be eligible **required** to be enrolled in basic and voluntary life (allowed to drop coverage throughout year)  
$5,000 spouse/partner - $2,500 for each child to age maximum  
$10,000 spouse/partner - $5,000 for each child to age maximum |
| **Long Term Disability (LTD)** | ISU pay 100% of premium after one full year of service. (underwriting required for 1st year, if requesting coverage)  
75% of first $1,000 of monthly salary, then 60% of additional monthly salary (up to $16,417) |
| **Flexible Spending Account (FSA)/(DCAP) (HRA)** | **Health Care Spending Account** - employee may contribute $20.00 minimum/month up to $2,650/year  
**Dependent Care Assistance Program** - up to $5,000 a year, per household  
No employee contribution  
**HRA** - With a no coverage option for health or dental - ISU/employee share difference may create a health reimbursement account |
| **Administrator is ASIFlex** | **Retirement Plans**  
**IPERS or TIAA (see page 2)** |
| **Eyewear Discount Plan** | **Avesis Vision**  
Employee and eligible family options |
| **Long Term Care Insurance** | Genworth Long Term Care Insurance for Employees, Retirees and eligible family |
| **Employee Assistance Program** | Employee & Family Resources (EFR) |
| **Possible Vendor Discount Services (at no premium cost to employees)** | https://www.hr.iastate.edu/benefits/addlbenefits/vendor-discounts |
| **Benefits Eligibility** | Employees with appointments ½ time or greater for nine months or longer |
## Plan Comparisons

<table>
<thead>
<tr>
<th>Eligibility</th>
<th>Iowa Public Employees Retirement System</th>
<th>Teacher’s Insurance Annuity Association</th>
</tr>
</thead>
<tbody>
<tr>
<td>Participation is mandatory unless you qualify for TIAA participation and elect TIAA when eligible. IPERS is mandatory if a position is below ½ time.</td>
<td>Employees considered to be “benefits eligible” meaning the appointment is ½ time or greater for nine months or longer and they elect TIAA when first eligible.</td>
<td></td>
</tr>
</tbody>
</table>

## Plan Definition

The IPERS plan is a defined **benefit** plan.

The retirement income is determined by a formula based on years of service and the salary earned.

Defined benefit plans are sometimes called traditional pension plans.

TIAA is a type of defined **contribution** plans (403b).

The amount contributed to the plan is known at the beginning, the retirement income is not known. The income will be determined by investment performance.

## Contribution amounts are subject to change as determined by the governing bodies (see plan design)

<table>
<thead>
<tr>
<th>Employee Contribution</th>
<th>Currently: 6.29% of budgeted salary</th>
<th>Year 1-5: 3.33% of first $4,800 of budgeted salary 5.00% of budgeted salary over $4,800</th>
</tr>
</thead>
<tbody>
<tr>
<td>Each July 1: IPERS may adjust rate up or down by no more than one percentage point.</td>
<td>Year 6: 5.00% of budgeted Salary</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employer Contribution</th>
<th>Currently: 9.44% of budgeted salary</th>
<th>Year 1-5: 6.66% of first $4,800 of budgeted salary 10.00% of budgeted salary over $4,800</th>
</tr>
</thead>
<tbody>
<tr>
<td>Each July 1: IPERS may adjust rate up or down by no more than one percentage point.</td>
<td>Year 6: 10.00% of budgeted Salary</td>
<td></td>
</tr>
</tbody>
</table>

## Vesting

**Employee Contributions**

A member is always 100 percent vested in their own contributions.

**ISU Contributions**

A member not vested by July 1, 2012 will be vested after 7 years of participation or upon reaching 65 while contributing to IPERS, whichever comes first, to be 100% vested.

**Employee Contributions**

A member is always 100 percent vested in their contributions.

**ISU Contributions**

A member not vested by July 1, 2009 will become vested after any of the following:

- 3 years of service
- age 65
- designated as a disabled employee
- die while employed
- ISU discontinues the retirement plan

## Resign from ISU Employment

If a member continues working in an IPERS-covered position (Iowa public employment), participation in IPERS may continue.

If leaving public employment, the member may:

- roll the value of the account over to another qualified plan
- take a refund
- leave funds on deposit with IPERS
  - If not vested, funds will be in a non-interest bearing account.
  - If vested, the funds will continue to accumulate interest.

Contact IPERS directly for options and forms.

The member may roll funds over to another qualified plan or leave money in TIAA for later distribution subject to investment choices earnings or losses.

- Only member funds and the vested ISU Contribution account balances will be portable.
- Members may receive a lump sum payment once employment ends.

Contact TIAA directly to discuss options for distribution.

## Plan Design

The rules governing the operation of IPERS are controlled by the State of Iowa legislature.

Changes are communicated by IPERS directly to members.

Established by Iowa State University (ISU) and approved by the State Board of Regents.

The design is subject to change. Any change is communicated to members by ISU.