

BENEFITS REFERENCE GUIDE 2022

To support you with your busy life and work schedule, we have made enrolling in benefits easy with three simple steps you can do any time, from anywhere.



Step 1:

- Become familiar with your benefit options – many are free to you!
 - Visit kansashealthsystembenefits.com.
 - Click “Interactive Benefits Guide.”

Step 2:

- Identify which benefits you would like to enroll in.

Step 3:

- Starting October 11, enroll online from any device at kansashealthsystem.bswift.com. Select (or waive) your 2022 benefits by **5 p.m. Friday, October 29**.

Your Human Resources team is here to help

The Benefits Team is available to answer your questions and support you. We encourage you to use these resources.

- **Benefits help line:**
888-494-9119 (Spanish option available)
- **Benefits email:**
benefitsconnection@kumc.edu
- **Benefits Connection portal:**
kansashealthsystembenefits.com
- **Benefits website:**
kansashealthsystem.bswift.com
- **One-on-one enrollment assistance by phone or video:**
Schedule through the Benefits Connection portal or the benefits help line.
- **Virtual benefits expo:**
Visit the expo through the Benefits Connection portal to learn about the many benefits available.

Enrolling is easy!

Visit: kansashealthsystem.bswift.com

- Log in with your user name and password.
- Click “start your enrollment” and then update family information (name, birthdate and Social Security number needed for new dependents).
- Choose your benefits.
 - Click “View Plan Options.”
 - Choose the plan you want by clicking “Select.”
 - Or waive coverage by clicking “I don’t want this benefit (waive).”
- Review and confirm.
 - Review your beneficiaries for life and AD&D insurance and, if applicable, HSA.
 - Save your choices, then click “I agree and I’m finished with my enrollment.”
 - Click “Complete Enrollment.”
- Save a record of your choices.
 - Click on the icon for print or email confirmation.

Kansas City



THE UNIVERSITY OF KANSAS HEALTH SYSTEM

BENEFITS REFERENCE GUIDE 2022

TAKE CARE OF



YOU

2022 BENEFITS

Kansas City

You are the reason our patients and their families receive the highest quality care and service. That is why we continue to invest in your well-being with enhancements to your benefits package.

Investing in you

ENHANCEMENTS TO 2022 BENEFITS

- **More paid time off:** To ensure you have time to rest and renew, 75% of employees will accrue more PTO each pay period.
- **Increased PTO bank maximum:** Most employees will see an increase to the maximum they can have in their PTO banks.
- **Affordable medical costs:** The health system absorbs 80% of medical premiums and has kept employees’ share of increases to a minimum (\$10 or less per pay period). In addition, the health system is doubling the Health Saving Account contributions for employees who choose the HSA Advantage Plan. On January 1, 2022, employees with this plan will receive:
 - \$1,000 for any type of family coverage
 - \$500 for individual coverage
- **Higher tuition reimbursement:** Tuition reimbursement is increasing to support your personal development and career growth through formal education. In 2022, tuition reimbursement will increase by 25%.
 - \$3,750 per year for full-time employees (part-time employees receive a pro-rated amount based on hours worked).
 - The lifetime maximum increases by \$3,000 to \$15,000.
- **Robust discounts: Perks For You** (the new discount and perks program) offers all employees thousands of discounts to national and local brands to make it easy to save money on things you need and enjoy like shopping, travel and entertainment.
- **Tools for your physical, mental and emotional well-being:** The health system continues to expand the It’s About You wellness program with free resources in eight pillars of wellness.
- **Financial wellness:** The health system offers a generous retirement plan and robust tools from Fidelity Investments to help you plan for your future. Look for more resources in 2022 to help you improve your overall financial wellness.



Start here!

Visit the Benefits Connection portal for 2022 benefits information and planning tools.



- Calendar of events
- Planning checklist
- Interactive benefits guide
- FAQ (frequently asked questions)
- Virtual benefits expo
- Articles on key changes and benefits

VISIT NOW

kansashealthsystembenefits.com

Annual Benefits Enrollment: **OCTOBER 11-29**

For full details on all benefits including medical, dental, vision, PTO, wellness and more, [visit **kansashealthsystembenefits.com**](http://kansashealthsystembenefits.com).

Medical plan choice summaries

HSA Advantage Plan			Signature Plan			
BlueSelect Plus network			BlueSelect Plus network			
Health system network	In-network	Out-of-network	Health system network	In-network	Out-of-network	
ANNUAL DEDUCTIBLE						
Single	\$1,500	\$3,000	\$6,000	\$400	\$1,500	\$2,000
Family	\$3,000	\$6,000	\$12,000	\$800	\$3,000	\$4,000
OUT-OF-POCKET MAXIMUM						
Single	\$4,000	\$4,000	\$19,800	\$4,000	\$4,000	\$10,500
Family	\$8,000	\$8,000	\$39,600	\$8,000	\$8,000	\$21,000
Member coinsurance	10%	30%	40%	10%	30%	40%
OFFICE VISIT						
Primary care (in-office or virtual visit)	Ded+10% coins	Ded+30% coins	Ded+40% coins	\$20 copay	\$30 copay	Ded+40% coins
Specialist (in-office or virtual visit)	Ded+10% coins	Ded+30% coins		\$40 copay	\$60 copay	
Routine preventive care	Covered at 100%	Covered at 100%		Covered at 100%	Covered at 100%	
Outpatient therapy (speech, hearing, physical, occupational)	Ded+10% coins	Ded+30% coins		\$40 copay	Ded+30% coins	
Urgent care	Ded+10% coins	Ded+30% coins		\$40 copay	\$60 copay	
INPATIENT/OUTPATIENT SERVICES						
Emergency department	Ded+10% coins	Ded+30% coins	Ded+30% coins*	Ded+10% coins	Ded+30% coins	Ded+30% coins*
Inpatient hospital services			Ded+40% coins			Ded+40% coins
Outpatient hospital services						
High-tech radiology services (MRI, CT, PET scan)						

*To ensure access to emergency care, coinsurance will be applied after the member meets the deductible for in-network care.

Per-paycheck premiums*

HSA Advantage Plan		Signature Plan		
BlueSelect Plus network		BlueSelect Plus network		
Employee pays	Health system pays	Employee Pays	Health System Pays	
Employee only	\$32.00	\$365.15	\$60.00	\$335.13
Employee + spouse	\$135.00	\$659.30	\$205.00	\$585.27
Employee + children	\$110.00	\$627.85	\$175.00	\$556.00
Employee + family	\$185.00	\$1023.24	\$285.00	\$939.91

*Deducted from 24 paychecks per year.

Prescription drug coverage

When you enroll in a medical plan, you will also receive coverage for prescription medications. The amount you pay will depend on several factors: which medical plan you choose, where you fill your prescription, the type of medication and the day supply.

The health system pharmacy provides the best price and is the most convenient. You can fill new and existing prescriptions electronically and have your prescriptions delivered to your home free of charge.

HSA Advantage Plan [^]		Signature Plan				
Health system pharmacy	In-network pharmacy*	Health system pharmacy	In-network pharmacy*			
Acute (short-term) prescriptions	Up to a 102-DAY SUPPLY	Up to a 102-DAY SUPPLY	Up to a 34-DAY SUPPLY	35-102-DAY SUPPLY	Up to a 34-DAY SUPPLY	35-102-DAY SUPPLY
Generic/tier 1	Deductible +10% coinsurance	Deductible +30% coinsurance	\$5 copay	\$10 copay	\$25 copay	\$50 copay
Preferred brand/tier 2**			\$30 copay	\$60 copay	\$55 copay	\$110 copay
Nonpreferred brand/tier 3**			\$65 copay	\$130 copay	\$90 copay	\$180 copay
Maintenance prescriptions	Up to a 102-DAY SUPPLY	Not covered	Up to a 34-DAY SUPPLY	35-102-DAY SUPPLY	Not covered	
Generic/tier 1	Deductible +10% coinsurance		\$5 copay	\$10 copay		
Preferred brand/tier 2**			\$30 copay	\$60 copay		
Nonpreferred brand/tier 3**		\$65 copay	\$130 copay			
Specialty prescriptions	Up to a 34-DAY SUPPLY	Not covered	Up to a 34-DAY SUPPLY		Not covered	
Generic/tier 4	Deductible +10% coinsurance		\$20 copay			
Preferred brand/tier 5**			\$100 copay			
Nonpreferred brand/tier 6**			\$200 copay			

[^] Certain preventive medications are covered at the same copays as under the Signature Plan.

* You can search for in-network pharmacies at myhealthtoolkitkc.com.

** Choosing a brand when a generic is available will result in higher cost.

What type of prescription do you have?

Acute – medications prescribed to treat short-term symptoms for a specified period of time.

Maintenance – medications requiring long-term, regular use to treat a chronic health condition.

Specialty – high-cost medications used to treat a chronic or complex health condition.

All maintenance and specialty medications must be filled by the health system pharmacy.

Using the health system pharmacy

All locations offer:

- Ability to fill, refill and transfer prescriptions electronically
- Free, fast delivery to your home
- Expert counseling by phone, email or in person

Southlake	The University of Kansas Health System, Bell Hospital	The University of Kansas Hospital, Indian Creek Campus	The University of Kansas Hospital, Cambridge Tower A	Westwood Medical Pavilion
11300 Corporate Ave. Lenexa, KS 66219	4000 Cambridge St. Kansas City, KS 66160	10710 Nall Ave. Overland Park, KS 66211	3825 Cambridge St. Kansas City, KS 66160	2650 Shawnee Mission Pkwy. Westwood, KS 66205
913-574-0600	913-588-2361	913-574-4805	913-574-3100	913-945-7700

If needed, you may fill prescriptions for acute needs outside the health system through in-network and out-of-network pharmacies. The cost is higher to use one of these nonhealth system pharmacies.

Pharmacy directories are available at myhealthtoolkitkc.com.