

Annual Benefits Open Enrollment 2025 Plan Year



Learn about plan deadlines, options and updates.

Agenda

Open Enrollment Changes.

Benefit Plan Review.

Enrollment Instructions.

Questions.

Questions

- If you have a question, please use the chat feature.
- Please refrain from sharing personal medical information in your question.
- You can also contact HRESC:
 - HR Employee Service Center (ESC): HRESC@asu.edu
 - ServiceNow:
<https://webapp4.asu.edu/myasu/employee/service?src=hr>
 - Employee Services - 855-278-5081.
 - Faculty Services - 480-727-9900.

Open Enrollment Changes

Open Enrollment 2025

Monday, Oct. 28 to Friday, Nov. 8.

Deadline for changes is Friday, Nov. 8 by 5 p.m., AZ Time

Overview

- ✓ No carrier or coverage changes.
- ✓ Flexible Spending Account plans require annual re-enrollment.
- ✓ Benefit changes effective Jan. 1, 2025.
- ✓ HDHP deductible increasing.

Benefit Changes 2025

Premium Changes

- Avesis Vision: Slight premium increase.

High Deductible Health Plan

- Single: \$1,650 — \$50 more.
- Family: \$3,300 — \$100 more.

Health Savings Account (HSA)

- Individual: \$4,300 — \$150 increase.
- Family: \$8,550 — \$250 increase.
- Age 55 catch-up: \$1,000 — no change.

Avesis vision plan premium rates

Coverage level	2024	2025
Employee	\$1.72	\$1.75
Employee plus spouse	\$5.70	\$5.83
Employee plus one child	\$5.65	\$5.75
Family	\$7.11	\$7.25

Open Enrollment Informational Webinar Schedule

Oct. 29, 2024: 9 a.m. and 2 p.m., AZ time.

Oct. 31, 2024: 9 a.m. and 2 p.m., AZ time.

Nov. 5, 2024: 9 a.m. and 2 p.m., AZ time.

Nov. 6, 2024: 9 a.m. and 2 p.m., AZ time.

Register Online: <https://cfo.asu.edu/benefits>

Vendor/Partner Webinar Schedule

Date	Time	Presentation Description
Oct. 28, 2024	Noon–1 p.m., AZ time	Arizona Department of Administration: Open Enrollment Overview
Oct. 29, 2024	Noon–1 p.m., AZ time	Norton LifeLock Benefit Solutions: Protection for a Briger Digital Future
Oct. 30, 2024	Noon–1 p.m., AZ time	TIAA: Invest for success
Nov. 1, 2024	Noon–1 p.m., AZ time	Workday: Understand your Total Rewards in Workday
Nov. 4, 2024	Noon–1 p.m., AZ time	Fidelity: Five Money Musts
Nov. 5, 2024	Noon–1 p.m., AZ time	Desert Financial: Protecting your assets with Wills, Trusts and Investment products
Nov. 6, 2024	Noon–1 p.m., AZ time	Nationwide: Women and Retirement Education
Nov. 8, 2024	Noon–1 p.m., AZ time	Social Security Administration: Social Security 101

Register Online: <https://cfo.asu.edu/benefits>

Medical and pharmacy plans

Benefits guide | Employee healthcare

<https://cfo.asu.edu/benefits-guide-health>

See plan document for exclusions and limitations.

Benefits eligibility

Faculty and staff

- Regularly scheduled to work 20 hours or .5 FTE or more per week for at least 90 consecutive days.

Eligible dependents

- Your child under age 26.
- Your disabled child age 26 or older, if eligible.
- Your spouse.

Supporting Documentation

Scenario	Relationship	Required documentation
Dependent with a different last name	Spouse	Copy of your marriage license.
	Child	Copy of the child's birth certificate. If applicable, a copy of the adoption, foster care or court guardianship papers.
	Stepchild	Copy of the child's birth certificate and copy of your marriage license.
Dependent not eligible for a social security number	Spouse and/or child	Copy of legal document showing the U.S. visa status of spouse and/or dependent child.

- Coverage for all enrollees will not be recognized by the insurance company until supporting documentation is received.
- Failure to submit documentation by the deadline may result in the withdrawal of that dependent's coverage and you may be responsible for any paid claims.

Benefit Updates for 2025



Medical Plan

- HDHP In-Network Deductible Increasing

		Triple Choice Plan			High Deductible Health Plan (HDHP)		
		Employee		University	Employee	University	University HSA Contribution
Premiums Per Pay Period	Employee Only	\$26.17		\$351.96	\$10.15	\$237.66	\$27.69
	Employee + Spouse	\$71.49		\$724.82	\$30.46	\$492.59	\$55.38
	Employee + Child	\$57.30		\$471.40	\$25.89	\$321.99	
	Family	\$121.61		\$820.71	\$56.35	\$548.80	
Deductibles		In-Network		Out-of-Network	In-Network		Out-of-Network
		Tier 1	Tier 2	Tier 3			
	Employee Only	\$200	\$1,000	\$5,000	\$1,650	\$5,000	
	Employee + Spouse						
	Employee + Child	\$400	\$2,000	\$10,000	\$3,300	\$10,000	
	Family						
Out-of-Pocket Maximum	Employee Only	\$7,350		\$8,700	\$3,500	\$8,700	
	Employee + Spouse						
	Employee + Child Family	\$14,700		\$17,400	\$7,000	\$17,400	

Benefit Updates for 2025



Triple Choice Plan

	Tier 1	Tier 2	Tier 3
Routine Preventive	\$0	\$0	50%
PCP	\$20	\$20	50%
Specialist	\$40	\$40	50%
Telehealth/Virtual Visit	\$20	\$20	50%
Emergency Room	\$200	\$200	\$200
Urgent Care	\$75	\$75	50%
Hospital Admission	\$250	\$250	50%
Lab & X-Ray Services	\$0	\$0	50%
Major Radiology	\$100	\$100	50%

High Deductible Health Plan (HDHP)

	In-Network	Out-of-Network
	\$0	50%
	10%	50%
	10%	50%
	10%	50%
	10%	10%
	10%	50%
	10%	50%
	10%	50%
	10%	50%

Copay/Coinsurance

Apply after
Deductibles are met

Routine Preventive
PCP
Specialist
Telehealth/Virtual Visit
Emergency Room
Urgent Care
Hospital Admission
Lab & X-Ray Services
Major Radiology



Pay medical expenses using tax-free dollars!

TCP: Flexible Spending Account (FSA)
HDHP: Health Savings Account (HSA)

Medical Plans



Stay in-network

- Choose in-network doctors and facilities to get the highest level of benefits.
- TCP In-Network Tiers.
 - Tier 1=highest quality and efficiency.
 - Tier 2=part of a broad PPO program.



Pay medical expenses using tax-free dollars!

- TCP: Flexible Spending Account (FSA).
- HDHP: Health Savings Account (HSA).



Register on your carrier website and app

- View your ID card.
- Track your claim expenses.
- Search for providers.
- Access virtual visits.
- Get mental health support.
- Chat with a nurse.
- Explore cost estimators.



Preventive Care Services

- Annual Wellness Visits.
- Tests.
 - Mammogram, Colonoscopy, Cervical, Prostate.
- Immunizations.
 - Flu, Pneumonia, Varicella, Shingles, COVID Vaccine and Booster.
- Intervention
 - Smoking cessation, depression screen.



Medical Management

- Disease Management
 - Asthma, Diabetes, COPD, CHF, CAD, Maternity, Musculoskeletal.
- Case Management
 - Cancer Support and Resources.
 - Transplant Services.



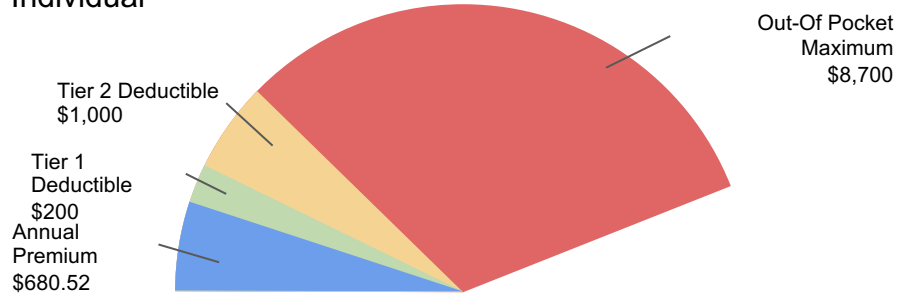
Right Care, Right Place, Right Time

- Telemedicine and Virtual Visits.
- Walk-in Clinics or Convenience Care.
- Physician Visit.
- Urgent Care.
- Emergency Room.

Medical Plans: Considerations when selecting a plan

Triple Choice Plan

Individual

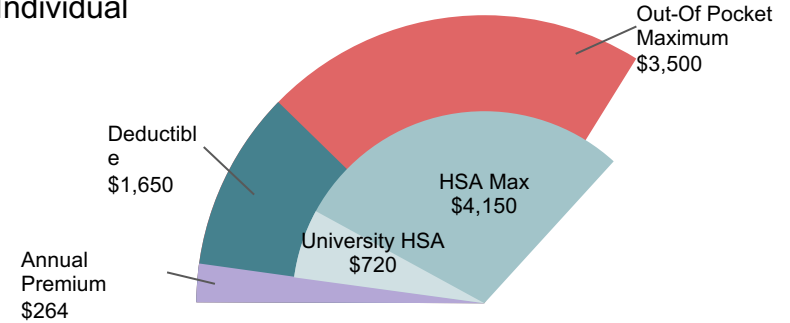


Family

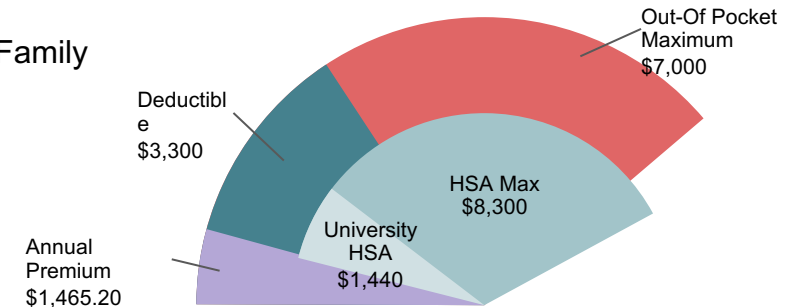


High Deductible Health Plan + HSA

Individual



Family



Triple Choice Plan

Triple Choice Plan | TCP




Benefits

- In-network and out-of-network provider options.
- Nationwide coverage.
- No pre-existing condition restrictions.
- Mayo Clinic is in-network for UHC and BCBS.

Copays and deductibles

- Copays apply after the plan deductible is met.
- Copays and deductibles apply to the out-of-pocket maximum.
- Payments toward Tier 1 deductible apply towards Tier 2 deductible, conversely funds paid toward Tier 2 deductible apply to Tier 1.
- Plan pays 100% after the out-of-pocket maximum is met.
- Prescription drug copays do not count toward the medical deductible.
- **Please note:** All BCBS providers outside of Arizona will be classified as either Tier 2 or Tier 3.

Medical Plans: Triple Choice Plan — TCP

- **Tier 1** — The network of providers will be limited to providers designated as **Tier 1** in-network providers.
 - Tier 1 providers will have the following designation 
- **Tier 2** — Providers will be in-network but not considered **Tier 1** providers.
- **Tier 3** — Out of network providers with higher deductibles. No copays but there will be co-insurance.

High Deductible Health Plan

High Deductible Health Plan | HDHP



Benefits

- In-network and out-of-network provider options.
- Nationwide coverage.
- No pre-existing condition restrictions.
- Works in conjunction with a health savings account.
- Mayo Clinic is in-network for both UHC and BCBS.

Coinsurance and deductibles

- Coinsurance applies after the plan deductible is met.
- Coinsurance and deductibles apply to out-of-pocket maximum.
- In-network and out-of-network deductibles must be met separately.
- Plan pays 100% after the out-of-pocket maximum is met.
- Prescription drug copays do not count toward the medical deductible.

Medical Plans - HSA



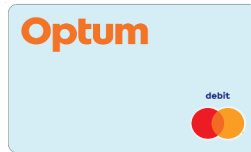
A health savings account, or HSA, is an account that saves you money by letting you use income tax-free dollars to pay for qualified medical, dental, & vision expenses



Enrollment
Requires enrollment in the BCBSAZ or UHC High Deductible Health Plan.

Contribute income-tax free money to your account — up to IRS limits — and adjust at any time during the year. Your employer also contributes to your HSA!

Spend your HSA dollars on hundreds of items – like glasses, Rx refills, and doctor visits.



Earn potential interest on your balance. Choose to invest HSA funds for potential added growth, after meeting minimum balance.

Balances carry over from year-to-year, to new jobs, and into retirement.



An HSA is designed to help you save money for use today or later



Health Savings Account - HSA

- Individual: \$4,300 — \$150 increase.
- Family: \$8,550 — \$250 increase.
- Age 55 catch-up: \$1,000 — no change.

Prescription Plan

Prescription Plan



Same Pharmacy for ALL Carriers

- Pharmacy Benefit Administrator.
- Maintains the formulary, pharmacy network and drug costs.
- Provides Prior Authorization and Utilization Management services.

Pharmacy Information

- **Contact information is found on your medical ID card.**
- All prescriptions must be filled at an in-Network pharmacy.
- Pharmacy coverage is included in medical coverage but the medical carrier **is not** the pharmacy administrator.
- Initiate a Prior Authorization by Contacting a MedImpact Customer Service Representative at 1-888-648-6769.
- Mail Order 90-day mail order program now called "Birdi"
1-855-873-8739 or customerservice@birdirx.com.



Prescription Plan

Online and mobile access. <https://www.medimpact.com/plan/adoa/>
MedImpact consumer portal system highlights include:



Manage prescription orders

- Refills.
- Payment.
- Reminders and alerts.
- Manage account information.



Manage medications

- Prescription details.
- Cost savings options.
- Drug information.
- Dispensing channels.



Pharmacy benefits

- Copay amounts.
- Claims history.
- Digital ID card.
- Benefit notifications.
- Benefit accumulators.

Prescription Drug Plan



- Copays apply toward your out-of-pocket maximum.
- For HDHP plan, member must pay the full cost of medications until their combined medical/pharmacy deductible is met, then the applicable fixed dollar copay applies.
- Medications covered under ACA requirements are for \$0 copay at all times, regardless if the member has met their deductible or out-of-pocket maximum.
- If the total cost of the medication is less than the copay, members pay the lesser amount.

	Retail 30-Day Supply	Retail 90-Day Supply	Mail Order 90-Day Supply
Generic	\$15	\$37.50	\$30
Preferred Brand	\$40	\$100	\$80
Non-Preferred Brand	\$60	\$150	\$120



Dental and Vision Plans

Dental Plans



PPO Plan |  **DELTA DENTAL**®

Dental HMO |  **Solstice**
A UnitedHealthcare Company

	PPO Plan  DELTA DENTAL ®	Dental HMO  Solstice A UnitedHealthcare Company
Network	Delta PPO Plus Premier Dentist	UHC Solstice S800b
Type of Plan	<ul style="list-style-type: none"> ○ Provider charges negotiated rates. ○ You pay a coinsurance. ○ Nationwide coverage. 	<ul style="list-style-type: none"> ○ Provider accepts set fees from UHC Solstice. ○ You pay set fees for dental work. ○ Not available in all states.
Preventive Services	Covered 100%	No Copay
Deductibles	Employee — \$50 Employee+Spouse — \$100 Employee+1 Child — \$100 Family — \$150	None
Maximum Benefit	\$2,000 per person per year	None
Orthodontia	\$1,500 per person lifetime max	24-month treatment fees

Dental plan premium rates

Coverage level	UHC Solstice DHMO	Delta Dental of Arizona
Employee only	\$1.64	\$14.30
Employee plus spouse	\$3.29	\$30.33
Employee plus one child	\$3.08	\$23.34
Family	\$5.46	\$48.26

Vision Plan



Avesis Advantage Program	
Premiums per pay period	
Employee Only	\$1.75
Employee + Spouse	\$5.83
Employee + 1 Child	\$5.75
Family	\$7.25
Employee Cost for Care	
Routine Eye Exam	\$10
Standard Spectacle Lenses:	
o Single Vision, Bifocal, Trifocal, Lenticular	Covered in full
o Progressive	Discounted
Frame	Up to \$150 retail value (\$50 wholesale cost allowance)
Contact Lenses (in lieu of frame/spectacle lenses):	
Elective	10-20% discount and \$150 allowance
Medically Necessary	Covered in full
LASIK/PRK	Up to \$750

Target Optical Discount!

Save an additional \$25 when you purchase your frame from Target Optical



Vision plan premium rates

Coverage level	2024	2025
Employee	\$1.72	\$1.75
Employee plus spouse	\$5.70	\$5.83
Employee plus one child	\$5.65	\$5.75
Family	\$7.11	\$7.25

Flexible Spending Accounts

Benefits guide | Employee healthcare

<https://cfo.asu.edu/benefits-guide-health>

See plan document for exclusions and limitations.

Health care accounts comparison

Health care FSA

- \$3,050 annual before-tax employee contribution limit.
- TCP or no medical coverage.
- Medical, dental, and vision expenses.
- Minimum annual election of \$100
- Requires enrollment each calendar year.
- **Use it or lose it** with \$640 carryover provision.

Limited health care FSA

- \$3,050 annual before-tax employee contribution limit.
- Available only to HDHP participants.
- Dental and vision expenses only.
- Minimum annual election of \$100.
- Requires enrollment each calendar year.
- **Use it or lose it** with \$640 carryover provision.

Dependent care FSA

Child and adult day care FSA

- \$5,000 before-tax per household per calendar year.
- For your eligible child or adult day care expenses which allow you and/or your spouse to work.
- Minimum annual election amount of \$100.
- Requires enrollment each calendar year.
- **Use it or lose it** each calendar year.
- No carryover provision.

Disability Programs

Benefits guide | Financial security

<https://cfo.asu.edu/benefits-guide-financial-security>

See plan document for exclusions and limitations.

Short-Term Disability - STD



Definition	Wait Period	Benefit Payments	Maximum Duration
<ul style="list-style-type: none">• Voluntary benefit coverage if you are unable to work due to:<ul style="list-style-type: none">• Non-work related injury or illness.• Pregnancy and maternity.	<ul style="list-style-type: none">• Based on enrollment.• If enrolled in 2024, 30-day wait period.• Not enrolled in 2024 60-day wait period during first year.• No Wait Period if Injured.	<ul style="list-style-type: none">• Weekly paid benefits: Up to 66⅔% of pre-disability earnings.• Payments offset by 100% of any annual and sick leave paid after the wait period is exhausted.• Payable benefits: Minimum \$67.31. Maximum \$897.43.	<ul style="list-style-type: none">• Injury: Up to 26 weeks.• Illness: (Based on enrollment)<ul style="list-style-type: none">• At Hire — 22 wks.• After Hire — 18 wks.

Premium: \$0.316 per \$100 of your annual base pay.



Employees can start a disability claim online <https://mybenefits.metlife.com/stateofarizona>

Short-Term Disability - STD



Definition	Wait Period	Benefit Payments	Maximum Duration
<ul style="list-style-type: none">• Voluntary benefit coverage if you are unable to work due to:<ul style="list-style-type: none">• Non-work related injury or illness.• Pregnancy and maternity.• Mental Illness.• Substance Abuse.	<ul style="list-style-type: none">• Based on enrollment.• 31-day waiting period if not hospitalized.• No waiting period if hospitalized for 24 hours or for outpatient surgery.• If not enrolled in 2024, 6 month wait for pre-existing conditions, except for pregnancy.	<ul style="list-style-type: none">• Weekly paid benefits: Up to 70% of pre-disability earnings.• May receive benefits even if using paid sick/vacation time.• Payable benefits: Three options (A, B and C), with maximum weekly benefits up to:<ul style="list-style-type: none">• Option A: \$750.• Option B: \$1,500.• Option C: \$2,000.	<ul style="list-style-type: none">• Injury: Up to 26 weeks.• Six weeks for childbirth, eight weeks for C-section.
<p>Premium: \$0.77 per \$100 of your annual base pay Includes \$5,000 life insurance policy.</p>		<p>Employees can start a disability claim online https://www.unum.com/</p>	

Life Insurance Programs

Benefits guide | Financial security

<https://cfo.asu.edu/benefits-guide-financial-security>

See plan document for exclusions and limitations.

Life Insurance



Basic Life

- University pays the premium.
- Automatically signed up.
- Take action to verify or update your beneficiary designation(s) for this coverage.

ADOA Basic Life

- 15,000 policy.

ASU Basic Life

- One times your salary less \$15,000.

Life Insurance



Supplemental Life

- You pay the premium.
- Rates based on age and amount of coverage.
- Coverage reductions apply to those age 70 and older.
- Take action to verify or update your beneficiary designation(s) for this coverage.

Supplemental Life and AD&D (ADOA)

- \$5,000 increments above the \$15,000 Basic Life provided by State.
- Increase up to \$20,000 annually during open enrollment only.
- Premiums for first \$35,000 are pre-tax.

Supplemental life and AD&D (ASU)

- Elect in increments of 1-5 times your annual salary.
- Increases may not exceed one level during Open Enrollment.
- Increases of more than one level requires evidence of insurability.
- Maximum: \$1,250,000 or 5 times your annual salary, whichever is less.
- Coverage over \$500,000 or greater than 3 times require evidence of insurability.

Life Insurance - ADOA



Dependent Life and Accidental Death and Dismemberment

- You pay - one premium covers whole family, pays out for each individual person.
- Spouses, children under age 26 and disabled dependent children.
- Coverage cannot exceed 100% of the amount of employee's coverage (combined basic and supplemental life insurance).
- Employee is the beneficiary.

- \$2,000
- \$4,000
- \$6,000
- \$10,000
- \$12,000
- \$15,000
- \$50,000*

*For \$50,000, you must elect at least \$50,000 in combined basic & supplemental coverage for yourself

Life Insurance - ASU



Dependent Life and Accidental Death and Dismemberment

- If enrolled, you may increase your coverage one level up to \$25,000 without evidence of good health. You may increase additional levels or choose the \$50,000 level for only your spouse with evidence of good health.
- Any person who is as an employee, retiree or insured under the portability provisions is not eligible as a dependent.
- Married faculty or staff members who both work for ASU may not elect ASU Spouse Life.
- Only one person can claim an eligible dependent child.

- \$5,000
- \$15,000
- \$25,000
- \$50,000

*If electing for the first time, after the initial 30-day enrollment period, all coverage levels require evidence of good health.

Qualified Tuition Reduction

Qualified Tuition Reduction Program

<https://cfo.asu.edu/reduced-tuition>

- This program allows for reduced in-state tuition for credit courses at any Arizona university system — Arizona State University, Northern Arizona University or the University of Arizona.
- Eligibility:
 - Benefits-eligible faculty and staff, their legal spouses and dependent children.
 - Eligible retirees, their spouses and dependent children who meet certain criteria
 - Long-term disability participants, their spouses and dependent children who meet certain criteria.
 - Applicable only while receiving long-term disability benefits.
 - Certain employees of affiliated units, their spouses and dependent children.
 - Eligible spouses and dependent children of deceased employees.
 - Same-sex and opposite-sex domestic partners and their family members who have been certified by the Provost's Office prior to Nov. 1, 2014.



Employee Discounts

Employee Discounts

ASU Employee Discounts

<https://cfo.asu.edu/employee-discounts>

- ASU is proud to offer employees discounts to sponsored events, memberships to fitness and hospitality facilities and free news subscriptions.
- Access discounts to attractions, concerts, dining, services, shopping and travel. Offered discounts are for personal purchases only and not official university purchases for computers, software and wireless providers. Offers to retirees and students are available at the vendor's discretion.



Benefits enrollment instructions

Enrollment

Step 1 — Review

- Review the Benefits Enrollment Webpage to see what's new for 2025: <https://cfo.asu.edu/benefits>
- Employees can verify their current coverage and the dependents covered under their plans.



The screenshot shows the ASU Human Resources website. At the top left is the ASU Arizona State University logo and the text "Human Resources". A navigation menu icon is at the top right. The main content area features a photograph of three people (two women and one man) walking outdoors. Overlaid on the photo is a yellow box with the text "Benefits to help you plan for your future." Below the photo is a breadcrumb trail: "Home / Benefits / Benefits Enrollment". The main heading reads "Benefits Enrollment is now open" with a yellow box containing the text "Medical, dental, vision and life" below it. To the right of the heading is a vertical list of menu items: "Employee healthcare", "Enrollment and Administration", and "Financial security".

Enrollment

Step 2 — Enroll

- Visit My ASU: <https://webapp4.asu.edu/myasu/>
- Select **Benefits** under **My Employment**.
- Select **Open Enrollment**.
- Submit your enrollment selections.
- Scroll to the top of the main page.
- Click the **Submit** button.
- Click the **View** button.
 - Your benefits will be submitted.
 - You are taken to a confirmation page to find your 2025 Benefits and Wellness summary.
 - Each time you re-enter the open enrollment site or make changes, you must submit your selections again.



The screenshot shows the ASU Counselor Training Center Sign In page. At the top, there is a yellow header with the ASU logo and the text "Arizona State University" and "Counselor Training Center". Below the header, there is a black bar with white text: "Offering telehealth services for staff, students, faculty & community members cisa.asu.edu/ctc | ctc@asu.edu". The main content area is white and features a "Sign In" heading. Below the heading, there are two input fields: "ASURITE User ID" and "Password". To the right of the "ASURITE User ID" field is a link that says "Activate or request an ID". To the right of the "Password" field is a link that says "Forgot ID / password?". Below the input fields, there is a red "Sign In" button and a checkbox labeled "Remember my user ID". At the bottom of the page, there is a "Need Help?" section with a link to the "Help Center" and a phone number "1-855-ASU-5000 (1-855-278-5000)". Below this, there are links for "System Status", "ASU Home", "Copyright", "Acceptable Use", and "Privacy".

To add dependents to coverage, please check the box next to the dependent's name. If you add a spouse or child whose last name differs from yours, you must submit supporting documentation no later than Wednesday, Nov. 27, 2024, to avoid denial of that dependent's coverage.

Qualified Life Event

Qualifying Life Events - QLE

These conditions allow you to make changes mid-year.



Marital Status

- Annulment.
- Death of spouse.
- Divorce.
- Marriage.
- Legal separation.



Dependent Status

- Adoption.
- Birth.
- Death.
- Loss of dependent eligibility due to age.
- Placement for adoption.



Coverage Changes Elsewhere

- Gain coverage elsewhere.
- Lose coverage elsewhere.

Remember!

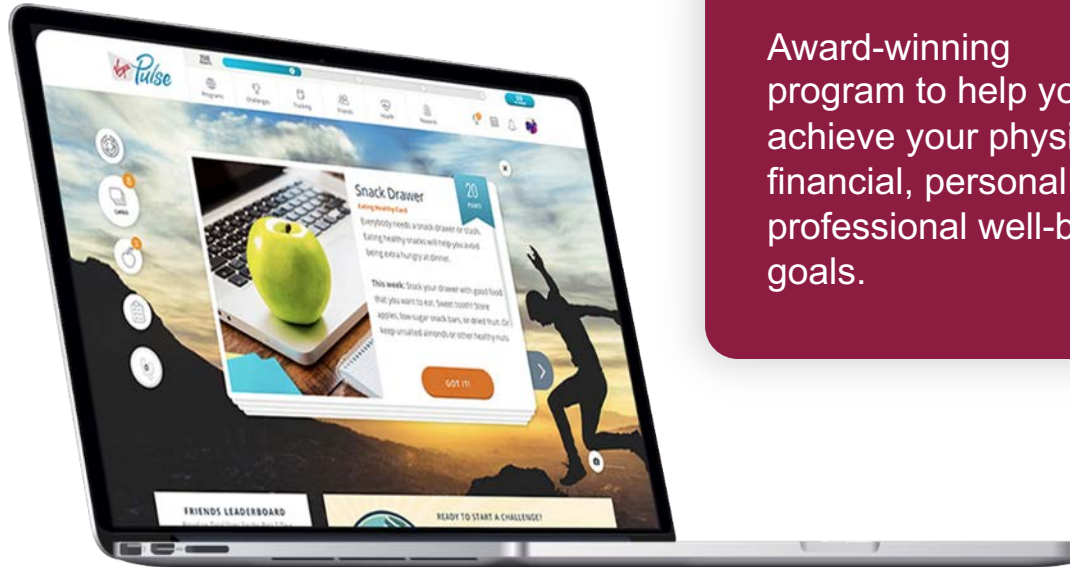
Submit changes within 30 days of event.

Wellness Benefits

Health Impact Program - \$200



What is HIP?



Award-winning program to help you achieve your physical, financial, personal and professional well-being goals.

The Virgin Pulse platform provides a framework to earn points for:

- Digital coaching.
- Gamification.
- Immunizations
- Health challenges.
- Personalized messaging.
- Preventive screenings.
- Regular healthy activities.
- Social support and connectivity.

Health Impact Program - \$200



Who is Eligible?

- Employees, spouses* and adult dependents* should participate, whether or not they are enrolled in an ADOA medical plan.
- Runs January through December. Earn 50,000 points for an annual incentive payment of up to \$200.
- Incentive paid in January of the following year.
- *Not eligible for incentive



What you can earn each year



	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4	Total rewards per year
Points	7,000	25,000	35,000	50,000	
Rewards	\$0	\$25	\$75	\$100	\$200

Preventative Care Services



Annual Exams

Medical, Dental, Vision

Up to 2,000 points

**5,000 Bonus Points for
Annual Physical**



Cancer Screenings

Mammogram, Colonoscopy,
Cervical/PAP, Prostate

500 points



Immunizations

Flu, COVID

NEW Higher Points!

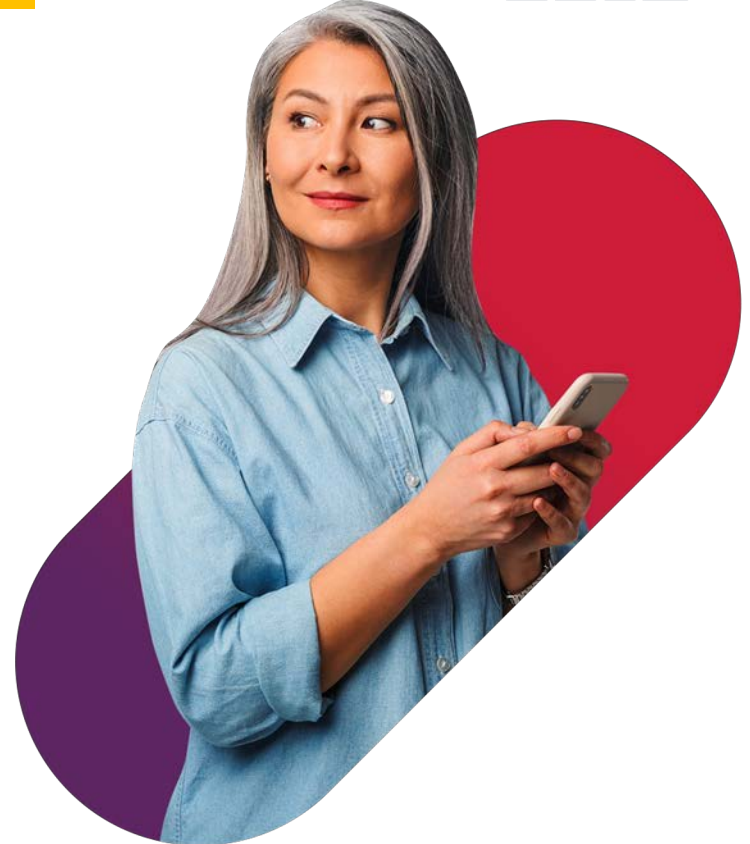
COVID Vaccine — 750 Points



Health Management

Weight Management,
Prediabetes Programs, Disease
Management through the carriers

NEW Higher Points!
2,000 Points Each



Additional Information

- **Review your personal demographic information**
 - Mailing address.
 - Phone number
 - Email address.
- **Social Security numbers are needed for all dependents enrolled in the plan.**
- **Duplicate coverage is not permitted. (Both spouses work for state, or one for state/one for university.)**
- **Review your beneficiary information.**

**Benefit Changes
Effective**

Jan. 1, 2025



Elizabeth.Badalamenti@asu.edu

Employee Wellness services

The Employee Wellness program focuses on preventative health activities.

1. Information and education.

- Classes related to heart health, nutrition, physical activity and more.

2. Biometric screenings.

- Blood pressure, BMI, cholesterol, glucose, osteoporosis, triglycerides and more.

3. Flu shots.

- Offered each October on campus.

4. Health Impact Program HIP.

- Earn up to \$200 for engaging in activities designed to improve health outcomes.

5. Programs announced weekly in ASU Events, ASU Insight and Career EDGE.

Online tools – Benefits Guides

Enrollment and Administration

- Affordable Care Act benefits.
- Glossary.
- HIPAA notice.
- Plan contacts.
- Qualified life events.

Employee Healthcare

- Dental plans.
- Healthcare accounts.
- Medical plans.
- Pharmacy plans.
- Vision program details.

Financial Security

- Disability insurance program.
- Life insurance program.
- Child and adult day care FSA.
- Voluntary benefits plan.

Retirement Resources

- Mandatory retirement programs
- Voluntary retirement programs: 403(b) and 457.
- Retirement advisor contact.

Employee Resource Guide

- Employee discounts.
- Working Parent Network.
- Summer camp programs
- Mirabella ASU

2025 Plan year benefits open enrollment

Begins

Monday,
Oct. 28, 2024
at 8 a.m.
AZ time

Ends

Friday,
Nov. 8, 2024
at 5 p.m.
AZ time

Changes Effective

Wednesday
Jan. 1, 2025

- Visit the Benefits webpage at cfo.asu.edu/benefits
- Review Enrollment Guide, rates and coverages. Check provider networks.
- Review your personal demographic information - mailing address, phone number, email address.

Key Contact Information



Enrollment: <https://cfo.asu.edu/benefits>



Information and Rates: <https://cfo.asu.edu/benefits-guide-health>

ServiceNow: <https://webapp4.asu.edu/myasu/employee/service?src=hr>



Employee Services - 855-278-5081

Faculty Services - 480-727-9900



HR Employee Service Center (ESC): HRESC@asu.edu



Thank you

Employee services

855-278-5081

Monday to Friday

8 a.m. to 5 p.m.

Arizona time

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#ForksUp. 