



The University of Texas System
Retiree Annual Enrollment Guide
For Plan Year Beginning September 1, 2005

On the Cover

**The Ashbel Smith Building
"Old Red"
The University of Texas Medical Branch at Galveston**

Completed in 1890, the Ashbel Smith Building housed Texas' first state medical school when it opened in 1891. It is named for the prominent Texas physician and statesman who served as the first chairman of the Board of Regents. Included on the National Register of Historic Places and registered as a Texas landmark, the building is known informally as "Old Red" because of its ruddy exterior of red pressed brick, red Texas granite and sandstone.

Once a campus unto itself, Old Red today stands at the heart of a major academic health center. Throughout their history, UTMB's four schools have collectively awarded more than 26,000 degrees. The university's extensive health care network, which includes a hospital complex that recently earned coveted Magnet Status for nursing quality, serves hundreds of thousands of patients each year from throughout Texas and beyond. In addition, UTMB ranked 19th in the nation in National Institutes of Health funding to medical schools in 2003, due in part to funding for construction of one of only two national biocontainment laboratories.

Areas of clinical excellence include geriatrics, diabetes care, cardiac services, behavioral health, electronic health networks, and the care of special populations such as the indigent, women and children, seniors, residents of rural Texas, and the incarcerated. Research programs of excellence include infectious diseases; biodefense and vaccine development; neuroscience and neurological recovery; environmental health and asthma; gastrointestinal health; aging; diabetes; cancer; and molecular medicine.

To learn more about UTMB or make a gift, visit www.utmb.edu

Table of Contents

What's New.....	2
The Basics	
Eligibility for Coverage.....	3
Premium Sharing.....	4
Basic Coverage.....	5
Optional Insurance Plans.....	5
Evidence of Insurability.....	5
Change of Status.....	6
Continuation of Group Coverage.....	6
HIPAA.....	7
Medical	
Medical Options.....	8
Health Plan Comparison Chart.....	12
Pharmacy Benefits.....	14
UT SELECT and Medicare.....	19
Your Pharmacy Benefits and Medicare Part D.....	21
Dental.....	22
Vision.....	25
Group Term Life Insurance.....	27
Long Term Care.....	29
Reviewing and Selecting Coverages.....	30
Contact Information: Plan Administrators.....	32
Contact Information: Benefits Offices.....	33

Welcome to Annual Enrollment 2005

Annual Enrollment for the 2005-2006 Benefit Year begins on July 1 and ends on July 31, 2005. During this time you may change your group insurance benefit elections and add or remove dependents from coverage. The elections you make will become effective on September 1, 2005.

Your Annual Enrollment booklet has been designed to help you in making the best insurance decisions possible for you and your family. Detailed information about each plan offered, including all plan certificates and provider lists, is available on the UT System Office of Employee Group Insurance (EGI) web site at www.utsystem.edu/egi.

Web site addresses and Customer Service telephone numbers for each insurance plan are listed in the back of this booklet. Please read all material carefully, attend local campus Annual Enrollment meetings and discuss your options and any questions with your campus Benefits Office staff.

What's New

- ▶ UT SELECT offers 24-hour Nurse Hotline.
- ▶ UT SELECT offers new Disease Management programs.
- ▶ UT SELECT offers Special Beginnings Prenatal Program.
- ▶ UT SELECT introduces Formulary First through Medco Health Solutions.
- ▶ HMO Blue no longer available to enrollees who live in Galveston County.
- ▶ Delta Dental annual maximum increases to \$1,250 per plan year.
- ▶ Delta Dental lifetime orthodontic maximum increases to \$1,250.
- ▶ CNA Long Term Care offers increased coverage with no EOI to current participants.
- ▶ UT TOUCH has been redesigned for easier use.

The Basics

▶ Eligibility

Retired Employee

1. Individuals who met the requirements in Texas Insurance Code Section 1601.102(b)(1)-(3), and who retired, as an annuitant (for ORP you do not have to be an annuitant), on or before 8/31/03 may participate as a retired employee in group insurance benefits if:
 - ▶ the individual had at least 3 years of service with UT for which the individual was eligible to participate in the group insurance plan; and
 - ▶ the individual's last state employment before retirement was with UT; and
 - ▶ the individual retired under the jurisdiction of:
 - a. the Teachers Retirement System of Texas; or
 - b. the Employees Retirement System of Texas; or
 - c. the Optional Retirement Program established by Chapter 830, Government Code or any other federal or state statutory retirement program to which The University of Texas System has made employer contributions.
2. Individuals who were employed with The University of Texas System or were eligible to retire on 8/31/03, but chose not to and currently meet the requirements in Section 1601.102(b) as enumerated in a-c above and who retire as an annuitant after 8/31/03 must meet the criteria as defined above in number one.
3. Individuals that began work on or after 9/1/03 and who subsequently retire as an annuitant, must meet the following criteria in order to be eligible for UT group retirement benefits:
 - ▶ the individual has at least 10 years of UT service; and
 - ▶ the individual's last state employment before retirement was with UT; and
 - ▶ the individual retires under the jurisdiction of:
 - a. the Teachers Retirement System of Texas; or
 - b. the Employees Retirement System of Texas; or
 - c. the Optional Retirement Program established by Chapter 830, Government Code or any other federal or state statutory retirement program to which The University of Texas System has made employer contributions.
 - ▶ the individual meets the rule of 80 with at least 10 years total creditable service, or the individual has 10 years total creditable service and is age 65.

Dependents

You may also enroll your eligible dependents under most plans offered by UT System. Your eligible dependents include:

- ▶ Your legally married spouse, or person with whom you have filed a Declaration of Informal Marriage
- ▶ Your unmarried child under age 25, including
 - ▶ Stepchildren
 - ▶ Adopted children
 - ▶ Children for whom you are the legal guardian

NOTE Your unmarried child is not required to be enrolled in school.

- ▶ Your unmarried grandchild under age 25,
 - ▶ For UT Select, the natural parent must also be enrolled.
 - ▶ For HMO coverage, the natural parent does not need to be enrolled, but your grandchild must be claimed by you as a dependent for tax purposes at the time of enrollment.
- ▶ Your child over age 25, if determined by EGI to be medically incapacitated.

Examples of dependents who are not eligible for coverage include:

- ▶ Your common-law spouse, unless you have obtained a Declaration of Informal Marriage
- ▶ Your same-sex partner
- ▶ Your former spouse
- ▶ Your married child
- ▶ Your child over age 25, if not medically incapacitated
- ▶ Foster children covered by another government program, unless required by law
- ▶ Any child for whom you have Power of Attorney only
- ▶ Any dependent insured by another UT employee or retiree
- ▶ Any dependent insured by another plan that received State contributions
- ▶ Any dependent who is active in the Armed Forces of any country

▶ Premium Sharing

As a retiree, UT and the State of Texas will provide 100% of your premiums for the Basic Coverage Package (and up to 50% of the premiums for your dependents' medical coverage). You are responsible for all Optional Coverage premiums.

For information regarding your monthly out-of-pocket premiums, please refer to the Benefit Cost Worksheet for Annual Enrollment 2005-2006, available in your campus Benefits Office and at <http://www.utsystem.edu/egi/2005/cost.asp>.

▶ Basic Coverage Package

UT provides eligible retirees with the following coverage:

- ▶ UT SELECT Medical Plan, with Prescription Drug Coverage (Retiree only)
- ▶ \$3,000 Basic Group Term Life Insurance (Employee only)

▶ Optional Coverage

You may select the following Optional Coverages for you and your eligible dependents:

- ▶ Dental Insurance
- ▶ Vision Insurance
- ▶ Voluntary Group Term Life Insurance Coverage (in addition to the Basic Group Term Life Insurance)
- ▶ Long Term Care

▶ Evidence of Insurability (EOI)

Evidence of Insurability (EOI) is the record of a person's past and current health events. EOI is used by insurance companies to verify whether a person meets the definition of good health. An EOI form is required to:

- ▶ Add certain dependents to medical coverage who were previously eligible, but not enrolled during your initial 31-day benefit election period. (If these certain dependents can show proof of other active group medical coverage during Annual Enrollment, EOI will be waived for the UT SELECT medical plan.)
- ▶ Reinstate terminated or waived medical coverage, unless proof of other active group medical coverage can be provided during Annual Enrollment
- ▶ Increase employee, retiree and spouse life insurance coverage
- ▶ Add Long Term Care

▶ Change of Status

You have 31 days from the date of a qualifying Change of Status event to notify your campus Benefits Office and change your benefit selections. If you do not make your changes during the 31-day Status Change period, your changes cannot be made until the next Annual Enrollment period in July, to be effective the following September 1. Evidence of Insurability may be required for some benefit changes if you wait until the Annual Enrollment following your Change of Status event.

The list below includes common examples of qualified Status Changes:

- ▶ Marriage, divorce, annulment, legal separation, or spouse's death
- ▶ Birth, adoption, medical child support order, or dependent's death
- ▶ Significant change in residence if the change affects your or your dependents' current plan eligibility
- ▶ Starting or ending employment, starting or returning from unpaid leave of absence, or a change of job status (e.g., from part-time to full-time)
- ▶ Change in dependent eligibility (e.g. marriage or reaching age 25)
- ▶ Change in coverage or cost of other benefit plans available to you and your family

Your benefit selection changes must be consistent with your Change in Status. For questions regarding Status Changes, please contact your campus Benefits Office.

▶ Continuation of Group Coverage (COBRA)

If you or your dependents are no longer eligible for coverage, UT will offer you the option to continue coverage for any UT medical, dental, vision plan, and in some cases, your UT FLEX Flexible Spending Account(s). You are responsible for the full premium for elected COBRA coverages. For information regarding the conditions for continuation of coverage, please contact your campus Benefits Office.

If you enroll in the Fort Dearborn Basic or Voluntary Group Term Life, The Hartford Long Term Disability and/or the CNA Long Term Care plans, you may also be able to access a conversion benefit provided as part of these plans. To do so, you must obtain the required form(s) from your campus Benefits Office and forward them to the insurance company within 31 days of the end of the month in which your benefits-eligibility status changes or terminates.

