

Benefits Bulletin

How Financially Ready Are You for Retirement? (You may not be as ready as you think!)

By age 30, financial planning experts say you should have one times your annual salary saved for retirement. By age 40, that increases to three times your annual salary.¹ **Are you on track to reach your retirement goals?**

Retirement may seem far off, and saving for it may seem like a very tall order. But, the University is here to help you build a financially secure future. **Your University retirement benefits include a 403(b)/457(b) Retirement Plan that can help you invest in your future self.** Here's how the Plan does that:

- Grow your account through your contributions, University contributions and investment earnings.
- Contribute a percentage of your regular salary; the University makes a matching contribution, up to 10% of your regular salary.
- Choose the contributions you want to make—pre-tax or Roth after-tax.
- Keep the money in your account if you leave the University, or transfer the vested portion to another tax-qualified retirement savings plan—the vested portion is always yours. (The vested portion is the amount you own 100%.)
- Invest your account in a variety of mutual funds through TIAA, Fidelity or both.

Required Pre-Tax Contributions Are Increasing July 1, 2019!

Starting July 1, 2019, your required pre-tax contribution to the 403(b) will increase to 4% of your regular salary. The University will continue contributing 5% of your regular salary automatically.

If you elect to contribute more than 5% of your regular salary (pre-tax or after-tax), the University will match your contribution, dollar-for-dollar, up to 10% of your regular salary (within IRS limits).

Will Your Money go to the Right People if You Die?

You never know when the unexpected could happen, so it's always best to have a plan. Your beneficiaries receive the money in your Retirement Plan account if you die. So, it's essential you review your elections at least annually to ensure your benefit ends up in the right hands. Visit the **Retirement Savings Plans** page on uasys.edu/benefits today for instructions on viewing your current beneficiaries and making changes.

What's Inside

How Financially Ready Are You for Retirement?	1
Woo-Hoo Spring! Time to Take a Fresh Look at Your Well-Being	2
Financial Wellness: Your Future Self Says "Thank You!"	3
Why Pay More for Your Prescriptions?	3
SmartCare: Convenient Care That Saves You Money	4

2019 Contribution Limits. Here's how much you can contribute to each Plan in 2019, based on IRS limits:

- 403(b): \$19,000 (\$25,000 if you're 50 or older in 2019)
- 457(b): \$19,000 (\$25,000 if you're 50 or older in 2019)

Note: You can only contribute to the 457(b) if you have reached the 2019 403(b) contribution limit.



Don't Miss Out on FREE Fidelity or TIAA Retirement Planning Sessions.

Learn how to maximize your retirement savings, save outside of your University 403(b) and 457(b), and prepare for a more financially secure retirement. Visit the **Retirement Savings Plans** page on uasys.edu/benefits today to register for a session.

¹ <https://www.wsj.com/articles/how-to-monitor-your-retirement-readiness-1498656937>

Woo-Hoo Spring! Time to Take a Fresh Look at Your Well-Being

As part of your spring-cleaning, consider healthier choices in place of less-healthy habits—that'll certainly help your well-being and could save you money! Start strong with these two simple steps:

1. Schedule a qualified wellness visit and earn your 2020 wellness incentives. Visit a licensed health care provider from **November 1, 2018 to October 31, 2019** for a qualified wellness program office visit.

What is a Qualified Wellness Program Office Visit? A qualified wellness program office visit includes a visit you have with an in-network primary care physician, advanced practice registered nurse or other licensed health care provider. **The visit must be coded by your provider as a "wellness visit" to qualify.** If you are enrolled in a University medical plan, **you pay \$0** for your in-network, qualified wellness office visit.



Use Your Tax-Advantaged Accounts to Pay!

When you have a qualified health expense, like copays for medical care or prescription drugs, you don't have to pay out of pocket with after-tax dollars. Tax-advantaged accounts that you can use include:

- **Health Savings Account (HSA)**, if you are enrolled in the Health Savings Plan.
- **Healthcare Flexible Spending Account (FSA)**, if you are NOT enrolled in the Health Savings Plan and elected to contribute to the FSA during Open Enrollment.

Keep Your Receipts! Sometimes you'll have to submit a receipt to the FSA administrator (UMR) to prove you used money in your account for an eligible expense.

2. Check your latest payroll deduction for "Tobacco Surcharge." Are you paying a **\$50 per-month tobacco surcharge?** If yes, that means you didn't complete the *Tobacco Pledge and Notice* during Open Enrollment, or you didn't commit to a tobacco cessation program. If you complete and submit a *Tobacco Pledge and Notice* **between April 1 and May 31, 2019**, you can stop paying the surcharge for the remainder of the calendar year, effective with the first full pay period after July 1, 2019.

How does the *Tobacco Pledge and Notice* work? You must complete the *Tobacco Pledge and Notice* each year or you'll pay a monthly tobacco surcharge.

- **If you do not use tobacco products**, you must complete the *Tobacco Pledge and Notice* and agree to continue being tobacco-free.
- **If you DO use tobacco products**, you must complete the *Tobacco Pledge and Notice* and commit to enrolling in and completing a recognized tobacco cessation program in 2020. Many recognized tobacco cessation programs are available at **no cost to you**, including:
 - **1-800-Quit Now**
 - **Pat Walker Health Center**
 - **UA Little Rock Health Services Center**
 - **UAMS Freedom From Smoking Program**
 - **UMR's Tobacco-free 4 Life Program**

For a full list of tobacco cessation programs, visit the **Wellness Program** page on uasys.edu/benefits. Once you submit your completed *Tobacco Pledge and Notice*, you will **not** be assessed the surcharge for the rest of 2019, beginning with the first full pay period in July 2019.

How do I submit an updated *Tobacco Pledge and Notice*? Visit www.umar.com and login. Then, click "Health Center," then "Wellness Activity Center," then "Get Started." Complete the *Tobacco Pledge and Notice* in your Activity Area. **You must complete the *Tobacco Pledge and Notice* on UMR's website.**

Note: If you are NOT paying the tobacco surcharge, you do NOT need to submit a new *Tobacco Pledge and Notice* until the next Open Enrollment in November 2019.

Learn more about the University's wellness program on the **Wellness Program** page on uasys.edu/benefits.

Financial Wellness: Your Future Self Says “Thank You!”

Retiring, sending a child to college, buying a home—there are lots of things in life that require big decisions, and potentially a lot of money. Don't go about it alone! **Fidelity and TIAA offer FREE meetings with licensed financial planners so you can create a strategy for your financial future.**

Why speak with a financial planner?

- Get advice at **no cost to you**
- Learn how to maximize your retirement savings and create financial goals
- Build your financial plan for the future, including an upcoming life event (like marriage or the birth/adoption of a child).

Sign up for a meeting today! Financial planning meet-ups are posted on the **Homepage** of uasys.edu/benefits. Look for Get Retirement Ready!—it will direct you to a list of available retirement workshops and documents.

Contact TIAA and Fidelity directly—they're here to help!

- TIAA: 800.842.2776 or www.tiaa.org/public/tcm/uasys/home
- Fidelity: 800.343.0860 or nb.fidelity.com/public/nb/uark/home



Get Retirement Ready!

Attend an online retirement workshop hosted by Fidelity or TIAA. Reserve your spot today!

[Retirement >](#)

Why Pay More for Your Prescriptions?

If you are enrolled in a University medical plan, MedImpact administers your prescription drug coverage. They offer a nationwide network of national chain and independent retail pharmacies.

The amount you pay for covered prescription drugs depends on your medical plan, the medication itself, if you use a network or non-network retail pharmacy, and if you've met your annual out-of-pocket maximum. A few simple steps can save you money on your prescriptions without compromising quality, safety or effectiveness:

- **Ask for generics.** They're usually much less expensive than brand name drugs. According to the U.S. Food and Drug Administration, a generic drug is identical to a brand name drug in dosage form, safety, strength, the way you take it, quality, performance characteristics and intended use.
- **Look up your medication.** When you're prescribed a new medication, log on to mp.medimpact.com to get up-to-date drug coverage and cost information based on things like your drug history and pharmacy-specific costs. If this is your first time on the site, you will need to register.
 - Check your quantity: Sometimes you might pay less for a 90-day supply of your medication instead of a 30-day supply.
 - Look for generic alternatives: To see if there are other medications you can try, click "View Most Commonly Dispensed Similar Drugs."
 - Review local pharmacy prices: To see costs at a pharmacy close to you, click "Change" in the pharmacy column. This will let you search for pharmacies that are not on the original list.
 - Know the rules: To see if there are any restrictions associated with your prescription, select the "RULES" icon under "Your Cost." Examples of restrictions are prior authorizations, step therapy or age limits.

Did You Know?

If you are unable to work because of illness or injury, you can use sick leave for paid time away from work! To learn more find the **Sick Leave** page (under Leave Time) on uasys.edu/benefits.



SmartCare: Convenient Care That Saves You Money

Visit a SmartCare program facility or provider and you can save on your deductible, coinsurance and out-of-pocket maximum, depending on your medical plan. Facilities and providers are at University of Arkansas for Medical Sciences (UAMS) locations or the Fayetteville campus Pat Walker Health Center. **You don't have to sign up for SmartCare;** UMR will **automatically** apply health care savings when you visit a SmartCare provider.

SmartCare providers and facilities are available for a variety of medical concerns and conditions, including primary care; routine annual exams and preventive care; mild illness, like cold or flu; emergency and trauma; newborn intensive care; cardiovascular care; counseling and psychological services; wellness coaching; and more!

Visit the **SmartCare Program** page (under Other Benefits) on uasys.edu/benefits to find a SmartCare provider and schedule an appointment.



Have a Question?

Visit the **Contacts** page on uasys.edu/benefits to find your campus Human Resources contact or information for contacting the benefit vendors.

Has Your Contact Information Changed?

Remember to keep your address, phone number and email address up-to-date with your campus Human Resources office. Contact your campus Human Resources office to make changes or for assistance with any questions.

The information provided in this Bulletin is of a general nature only and does not replace or alter the official rules and policies contained in the official plan documents that legally govern the terms and operation of The University of Arkansas benefit plans. If this publication differs in any way from the official plan documents, the official plan documents always govern. Receipt of this publication does not guarantee eligibility for benefits. The University of Arkansas has the right to modify benefits at any time.