

**ILLINOIS TECH**

# Benefits Guide

# 2024

**Annual Benefits Enrollment Guide  
2024 Plan Year**

Published by the Office of Human Resources  
Contact us at 312.567.3318 or [hr@iit.edu](mailto:hr@iit.edu)

## What's new for 2024

Inside this guide, you'll find some great information on all of the benefits available to our benefits-eligible employees, but here are some things that are brand new for 2024, and they're free to members!

- **BCBS Health Advocacy Solutions (HAS), powered by MyEvide**: new for 2024, members have access to the MyEvide app and website, designed to be an all-in-one platform for their personalized suite of benefits. Members will also be immediately connected to a HAS Advocate when calling Member Services. HAS Advocates can assist with normal customer service concerns, but also provide more comprehensive guidance and support.
- **Livongo Whole Person**: Illinois Tech health plan members have had access to the Livongo Diabetes and Hypertension Management programs, but in 2024 will have access to a wider array of tools through this BCBS partner. Livongo will be expanding to add a Pre-diabetes program, a weight management program, and a behavioral health program.

**For more information on these programs, any all of the other great perks and programs included in your Illinois Tech health plan membership at no cost, visit the [HR website, Health benefits page](#).**

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## Need a benefits crash course?

Don't know the difference between a PPO and an HMO? Do EOBs, HSAs, and EAPs start swirling around in your head like alphabet soup? Visit the [Benefit Resources page on the Human Resources website](#) (requires login with IIT credentials) for short videos that help break down benefits topics to help you make sense of it all. **Most videos are three minutes long or shorter!**

Illinois Tech is committed to providing a comprehensive suite of benefits to meet the needs of our diverse campus community and their families. We regularly review our benefits and are excited to be offering some new options heading into 2024.

This summary pertains to all benefits-eligible faculty and staff. Further and more in-depth information for each benefit is also available on the [HR Website](#) page for each benefit.

**Most benefits are effective the first day of the month following hire date, unless the hire date is the first of the month in which case benefits are effective immediately.** Any exceptions are noted in the descriptions of individual benefits.

## What you'll find in this guide:

Click on the links to be taken directly to each section.

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*Visit Perkspot to access discounted rates on Group Legal, and Home & Auto Insurance*

[403\(b\) Retirement Plan](#) and [HSA Calculators](#)

### Covering Eligible Dependents

Employees may cover dependents under the medical, dental, vision, and optional life plans. Proof of relationship and eligibility must be provided to include spouse/civil union partner and/or dependent children on the plan.

## HEALTH CARE PLANS

The university offers two PPO health care plans through BlueCross BlueShield of Illinois ([www.bcbsil.com](http://www.bcbsil.com)). For 2024 we are continuing with a tiered network approach. Both plan options and all tiers offer a full range of health care benefits. Additional information on each option is below. **Complete details, including the 2024 Health Plan Comparison chart, SBCs, and the full certificate booklets, are available on the [HR website, Health benefits page](#).**

The first plan is the **Blue Choice Options (BCO) PPO** plan. When members utilize the BCO (Tier 1) network, they have a \$20 office co-pay for primary care physician visits, \$40 co-pay for a specialist visits; the deductible is \$750 single / \$1,500 family. Those choosing to utilize the broader PPO network (Tier 2) have a \$40 office co-pay for primary care physician visits, \$80 co-pay for a specialist visits; the deductible is \$1,500 single / \$3,000 family. After the deductible is met, coinsurance and out of pocket maximums vary by tier. Preventive care is covered at 100%, not subject to co-pays or deductibles. Out of network coverage is also available.

2024 Monthly Health Plan Rates**			
Blue Choice Options PPO			
Annual Salary	Single	1 + 1	Family
Up to \$35,000	\$148.73	\$297.47	\$356.95
\$35,000 to 44,999	\$178.48	\$356.97	\$428.33
\$45,000 to 64,999	\$208.22	\$416.45	\$499.76
\$65,000 to 99,999	\$237.97	\$475.95	\$571.09
\$100,000 & over	\$267.72	\$535.44	\$642.46
Blue Choice Options High Deductible Plan with HSA			
Annual Salary	Single	1 + 1	Family
Up to \$35,000	\$63.24	\$126.50	\$147.95
\$35,000 to 44,999	\$90.48	\$180.99	\$213.32
\$45,000 to 64,999	\$117.73	\$235.47	\$278.75
\$65,000 to 99,999	\$144.99	\$289.97	\$344.08
\$100,000 & over	\$172.24	\$344.46	\$409.45
<b>**No change to employee rates from 2023. IIT has absorbed the entire cost of premium increases.</b>			

The monthly cost of coverage to the employee is based on income as indicated on the chart above. The university will pay the remainder of the cost. **Employee premiums are NOT increasing going into 2024, as IIT is covering the entire cost of overall premium increases.**

## PRESCRIPTION BENEFITS

Prescriptions for the Illinois Tech Health Plan are administered through CVS/Caremark ([www.caremark.com](http://www.caremark.com)). All health plan members are automatically enrolled in this part of the plan. Additional information on each program is available on the [HR website, Health benefits page](#).

### Blue Cross Blue Shield Health Advocacy Solutions HAS your back

**NEW for 2024:** we are adding [BCBS Health Advocacy Solutions \(HAS\)](#), powered by the MyEve app and website. HAS and MyEve is your new all-in-one platform for personalized benefit information. Download the app and get started today!

Visit the [HR website, Health benefits page](#) for additional information.

The second option is the **Blue Choice Options (BCO) High Deductible Health Plan (HDHP)** with a Health Savings Account (HSA). The HDHP utilizes the same Tier 1 and Tier 2 networks as the PPO plan. When enrolled in the HDHP there are no copays, but the member pays all non-preventive medical expenses until meeting the deductible, after which coinsurance applies. For services with Tier 1 providers, the deductible is \$1,600 single / \$4,500 family. For services with Tier 2 providers, the deductible is \$3,000 single / \$9,000 family. After the deductible is met, coinsurance and out of pocket maximums vary by tier. Preventive care is covered at 100%, not subject to deductible. Out of network coverage is also available.

A vision discount benefit is included with each plan for no additional premium. This includes an eye exam once every 24 months, with a \$200 maximum reimbursement for prescription eye-wear. HDHP members will not receive reimbursement if they have not met their deductible.

**Not sure if the HDHP medical option is right for you?** [HSA Bank's Health Plan Comparison Tool](#) will help you quickly break down annual costs associated with a traditional PPO vs. a HDHP to help you assess which may be most beneficial for you and your family.



## HEALTH PLAN ADDITIONAL BENEFITS

Those who enroll in the health plan have access to several other programs offered through BCBS. Additional information on each program is available on the [HR website, Health benefits page](#).

- **NEW:** [Health Advocacy Solutions \(HAS\)](#), powered by the MyEvide app and website
- MD Live Virtual Visits
- Well-on-Target Wellness Program
- BCBS Fitness Program
- **UPGRADED FOR 2024:** [Livongo Whole Person](#)
- Hinge Health Back & Joint Therapy
- Wondr Health
- Ovia Women’s Health & Pregnancy Support

### What are my deadlines for enrollment?

You have 31 days from your hire date to enroll. Elections made after the benefits effective date will be retroactive to the benefits effective date.

Elections for benefits not made within 31 days of the hire date can only be made during Open Enrollment (each November for a January 1 effective date), or within 31 days of a [qualified life status changing event](#).

## HEALTH SAVINGS ACCOUNT (HDHP only)

HDHP members not covered under Medicare are eligible to contribute to a health savings account through HSA Bank ([www.hsabank.com](http://www.hsabank.com)). An account will automatically be opened for new enrollees, and IIT will contribute \$500 for Single, \$1,000 for 1+1, and \$1,500 for Family tiers each year (pro-rated, with 1/12 of the annual amount contributed monthly). **2024 contribution limits are \$4,150 single and \$8,300 all other tiers, including IIT’s contributions.** Those 55 or older may make an additional \$1,000 annual catch up contribution. When contributing to the HSA, you may also open a limited purpose FSA to pay for dental and vision expenses (HSA balances carry forward each year, FSA account balances do not). You can make changes to your HSA contributions once a month. HSA account holders may also move some of their account balance to an investment account through Charles Schwab or Devenir Investments. Additional information is on the [HR website, Health benefits page](#)

## DENTAL INSURANCE

A voluntary dental plan offering both a DHMO and PPO is available through Delta Dental ([www.deltadentalil.com](http://www.deltadentalil.com)). Additional information is on the [HR website, Dental benefits page](#).

<i>As of 1/1/2024</i>	DHMO	PPO
Single	\$16.38	\$40.63
1+1	\$31.98	\$77.98
Family	\$43.79	\$133.84

Proof of relationship and eligibility must be provided to include spouse/civil union partner and/or dependent children on the plan.

The monthly premium for this DHMO coverage is not increasing in 2024. However, PPO rates are increasing slightly.

## VOLUNTARY VISION PLAN

A voluntary vision plan is available through EyeMed ([www.eyemed.com](http://www.eyemed.com)). This plan provides an annual eye exam, and a benefit for frames and/or contact lenses. Additional information is on the [HR website, Vision benefits page](#).

Proof of relationship and eligibility must be provided to include spouse/civil union partner and/or dependent children on the plan.

<i>As of 1/1/2024</i>	
Single	\$6.79
1+1	\$12.90
Family	\$18.94

The monthly premium for this coverage is not increasing in 2024.

## **BASIC LIFE INSURANCE & AD&D**

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IIT provides at no cost a term life insurance benefit of two times annual salary to a maximum of \$500,000 through BCBS Ancillary. At ages 65, 70, 75, and 85, the coverage level is reduced. An accidental death and dismemberment (AD&D) policy provides additional coverage in the same amount. Additional information is on the [HR website Life benefits page](#).

## **SUPPLEMENTAL/VOLUNTARY LIFE & AD&D**

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Supplemental Life and Supplemental AD&D insurance for both employees and family members may be purchased through payroll deduction. Additional information is on the [HR website Supplemental Life page](#).

## **STAFF SALARY CONTINUATION (*Short term disability – staff only*)**

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The university provides at no cost a salary continuation plan after 90 days of employment. It offers to staff income protection in the event of a non work-related short-term disability lasting up to 180 days. The benefit provides 60% of base pay to a maximum of \$7,500 per month after a seven calendar day waiting period, with the option to use 40% accrued paid leave to supplement for 100% pay. This benefit is administered through BCBS Ancillary. Additional information is on the [HR website Staff Salary Continuation benefits page](#).

## **LONG TERM DISABILITY**

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Long-term disability coverage is provided at no cost through BCBS Ancillary. It offers income protection for a non work-related disability lasting more than 180 days. The plan provides income replacement at 60% of base pay to a maximum of \$10,000 per month. Additional information is on the [HR website Long Term Disability benefits page](#).

## **FLEXIBLE SPENDING**

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Healthcare Flexible Spending permits employees to

### ***Flexible spending continued...***

use pre-tax dollars to pay for up to the individual IRS maximum in out-of-pocket medical, dental, vision and hearing care not covered by insurance plans (*note that individuals covered under a High Deductible Health Plan may only use health FSA dollars for dental and vision costs*). Dependent Care Flexible Spending allows individuals to set aside up to the IRS household maximum for dependent (child and elder) care expenses.

Employees may enroll on the first day of the month after hire and most reenroll during Open Enrollment each year they wish to participate. Flexible Spending Dollars must be used by the end of each year or are forfeited (non-HDHP health plan members have a grace period of through March 15 of the following year to use the current year's balance). Additional information is on the [HR website Flexible Spending benefits page](#).

### **Not sure how much to set aside for Flexible Spending, or what's reimbursable?**

WageWorks has great tools to help you make your decisions. Use their [Eligible Expenses Tool](#) to discover the wide variety of items an FSA can cover.

The [FSA Savings Calculator Tool](#) will show you how much you'll save in taxes based on your election.

**See why an FSA is a great way to save!**

## **COMMUTER PROGRAM**

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Employees may use pre-tax dollars to pay for transit passes (Metra, Pace, CTA, etc.) and parking. Up to the IRS monthly maximum may be set aside for both for transit and for parking each month. Employees may enroll following a notification from Human Resources that their account has been established. Employees may change their transit and parking elections each month. Additional information is on the [HR website Commuter Program benefits page](#).

## **TUITION REMISSION (for courses at IIT)**

Full-time employees may take a maximum of nine credit hours per semester (six credit hours in the summer). Dependent children up to age 23 and spouses receive a full tuition waiver for undergraduate study and a 50-percent tuition waiver for graduate work. **Tuition Remission can be used to cover IIT's degree programs offered through Coursera.** Benefits-eligible staff may also audit courses.

Part-time benefits-eligible employees who regularly work between 23.25 and 30.75 hours per week receive 50 percent of the full benefit. Part-time employees who regularly work 31 (but less than 38.75) hours per week receive 75 percent of the full benefit.

Eligible employees must submit a timely application each academic term. This benefit covers only tuition for IIT credit-bearing courses, and does not cover books or fees. Graduate level courses are generally taxable to the employee. Additional information is on the [HR website Tuition Assistance benefits page](#).

## **TUITION REIMBURSEMENT (Staff only)**

Full-time IIT staff with at least one year of service may enroll in classes outside of IIT and be eligible for reimbursement of 100% of undergraduate or 50% of graduate tuition up to a maximum of \$2,000 per academic year. These classes may include job-related courses taken for credit, certificates or training at trade schools. Preference will be given to community college classes. Limited funding is available each semester. Additional information is on the [HR website Tuition Assistance benefits page](#).

### **403(b) Retirement Plan Calculators**

How much should you contribute to the Retirement Plan? Use these calculators to help you break down your options.

[Fidelity's](#) and [TIAA's](#) calculator tools can help you determine how much you can afford to save, as well as how your savings might grow depending on how you invest. Still feeling unsure? Illinois Tech hosts education consultants for one-on-one sessions every quarter, and you can call Participant Services any time for help.

## **TUITION EXCHANGE**

IIT is a member of the Tuition Exchange, a nonprofit organization of over 600 colleges and universities that agree to a reciprocal scholarship opportunity program. Visit [www.tuitionexchange.org](http://www.tuitionexchange.org) for a listing of participating schools and more details about how the exchange works.

IIT accepts applications each fall, typically during the month of September, for Tuition Exchange scholarship opportunities for the following academic year (e.g., the application period for the academic year beginning in the fall of 2025 will take place in September of 2024). Faculty and staff who have met a service requirement and whose employment is in good standing may apply for a scholarship for themselves or an eligible dependent. An eligible dependent under this program at IIT is a spouse or civil union partner, or any born or adopted child of an eligible IIT employee. The child must be a dependent as defined by the IRS.

The award is for new first year students and continuing students, although preference will be given to new first year students. Additional information is on the [HR website Tuition Assistance benefits page](#).

## **403(b) RETIREMENT PLAN**

The 403(b) retirement plan is available for all benefits-eligible employees who are at least 21 years of age. All eligible employees may participate on an unmatched basis immediately.

Faculty who have attained one year of service, and staff who have reached two years of employment, and are at least 21 years of age, may participate in the matched part of the plan. **Please note that the match is not automatic and requires the completion of an enrollment form** even if the employee is participating on an unmatched basis.

Once an employee becomes match eligible and elects the match, a base five- percent university contribution is supplemented by matching the employee's contribution of up to an additional four percent when the employee chooses to make such

### **403(b) Retirement Plan continued**

additional contributions. Prior benefits- eligible employment with a higher educational institution or certain research organizations may qualify the employee for earlier participation if the break in service between institutions is 90 days or fewer. Contributions may be invested in [TIAA-CREF](#) and/or [Fidelity Investments](#). Additional information is on the [HR website, Retirement Plan benefits page](#).

*Note: as of May 1, 2023, the base contribution and match are temporarily suspended, expected to be reinstated June 1, 2024.*

### **DIRECT DEPOSIT**

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Direct deposit of payroll checks provides the transfer of funds from IIT's bank facilities directly to your bank or savings institution. Enrollment takes place during new hire orientation. Please note that bank documentation, such as a voided check, must accompany your enrollment form.

### **CREDIT UNION**

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Membership with Corporate America Family Credit Union is available to Illinois Tech employees and their families. With CAFCU membership, you may have access to unique financial products, one-on-one financial planning meetings and more. Visit [www.cafcu.org](http://www.cafcu.org) for more information on their services. Additional information is on the [HR website, Other Benefits page](#).

### **PNC WORKPLACE BANKING**

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Through a business banking partnership with PNC, we are pleased to offer this program, which provides access to financial wellness tools and resources. Additional information is on the [HR website, Other Benefits page](#).

### **EMPLOYEE ASSISTANCE PROGRAM**

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Lifeworks EAP provides employees and their families with voluntary, confidential and free access to short-term counseling and online resources that cover a wide range of issues that include emotional and personal health as well as work-life issues. ([www.lifeworks.com](http://www.lifeworks.com)). Additional information is on the [HR website, EAP page](#) (requires login).

### **There's an app for that!**

Many of our benefit offerings have partner apps, making it easy to pull up ID cards, view claims information, or access other resources on the go. Here are a few that are available to you:

- Blue Cross Blue Shield
- CVS/Caremark
- HSA Bank
- Delta Dental
- EyeMed
- WageWorks (eZReceipts for Flexible Spending)
- TIAA
- Fidelity
- Lifeworks Employee Assistance Program
- Perkspot

### **PET INSURANCE**

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Illinois Tech is pleased to offer pet insurance. My Pet Protection® from Nationwide® helps you provide your pets with the best care possible. Plan reimburses up to 70% on vet bills including accidents, illnesses and hereditary conditions. Illinois Tech employees have the benefit of preferred pricing on these plans. Those interested can enroll or cancel at any time by contacting Nationwide directly. Additional information is on the [HR website, Pet Insurance benefits page](#) (requires login).

### **PERKSPOT DISCOUNTS PROGRAM**

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We are pleased to offer this incredible program with thousands of perks and discounts. From travel to cell phones, steaming services to groceries, there are over 30,000 national and local offers available. Getting started with saving is as simple as a 10 second registration; sign up for weekly emails to stay on top of the new discounts being added every day. **Discounted rates for Group Legal, and Home & Auto Insurance are also available.** Additional information is on the [HR website, Perks & Discounts benefits page](#) (requires login).

### **MIES (MAIN) CAMPUS PARKING**

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Information and fee schedules for Mies Campus parking are available at [www.parking.iit.edu](http://www.parking.iit.edu).



## **MIES (MAIN) CAMPUS FITNESS CENTERS**

At Keating Sports Center, available facilities/services are basketball, volleyball, racquetball/handball, swimming pool, weight and cardio rooms and group fitness classes. Locker room facilities are available as well. Visit [www.illinoistechathletics.com](http://www.illinoistechathletics.com) for additional information.

The Galvin Tower also has a small fitness room on the sixth floor with locker room facilities for use by faculty and staff. Please visit the fitness room for additional information on how to gain access.

## **ADDITIONAL ON-CAMPUS AMENITIES**

On Mies (Main) Campus there are four dining venues from grab-and-go to a full service restaurant, ATMs from Chase and Harris Banks, 7-Eleven, and a post office. The Downtown Campus has a cafeteria and Chase ATM. Both campuses have Barnes & Noble college bookstores.

## **HOLIDAYS**

There are several paid holidays each year for eligible non-union employees:

New Year's Day	-	Martin Luther King Day
Memorial Day	-	Juneteenth
Independence Day	-	Labor Day
Thanksgiving Day	-	Christmas Day

In addition, the university establishes additional days as university holidays. Two of these are established in each year's holiday schedule and the remainder are used between Christmas Day and New Year's Day each year when the university is closed. The full schedule is available on the [HR website Paid Time Off page](#). Part-time employees working at least 23.25 hours per week receive pro-rated benefits.

## **VACATION (Staff Only)**

Staff earn vacation based on years of service and exempt/non-exempt status. Vacation accrues each bi-weekly pay period, and an employee must work 60% of a pay period to accrue vacation for that period. The maximum amount of vacation that an employee can maintain is one and one-half times the annual accrual rate. Part-time employees working at least 23.25 hours per week receive pro-rated benefits. The full vacation schedule is available

*Vacation continued...*

on the [HR website Paid Time Off page](#).

## **SICK LEAVE (Staff Only)**

Use of sick leave is limited to the employee's personal illness or injury that disables him/her from work. The employee earns 10 sick days per year. Sick leave will accrue each bi-weekly pay period to a maximum accrual of 142 days. An employee must work 60% of a pay period to accrue sick time for that period. Part-time employees working at least 23.25 hours per week receive pro-rated benefits. Additional information is available on the [HR website Paid Time Off page](#).

## **PERSONAL DAYS (Staff Only)**

Staff are provided up to two personal days each calendar year. These days may not be carried into the following calendar year. New employees hired after May 31 are ineligible for these days during the first calendar year of employment. All other new employees are allowed one day during the first calendar year. Part-time employees working at least 23.25 hours per week receive pro-rated benefits. Additional information is available on the [HR website Paid Time Off page](#).

## **PARENTAL LEAVE (Staff Only)**

For birth or adoption of a child, the university will provide 10 concurrent days of paid leave to benefits eligible full-time employees. Benefits eligible part-time employees will be provided a pro-rated leave based upon hours worked. The leave must be taken within 180 days of the birth or adoption. Employees must request the leave through Human Resources. Additional information can be found on the [HR website in the Parental Leave policy](#).

## **BEREAVEMENT LEAVE (Staff Only)**

Staff members may be eligible for up to three days of bereavement leave upon the death of an immediate family member. Additional information can be found on the [HR website in the Bereavement Leave policy](#).

Updated December 1, 2023 Human Resources Illinois Institute of Technology 10 West 35th Street, 13 <sup>th</sup> Floor Chicago, IL 60616-3793 <a href="mailto:hr@iit.edu">hr@iit.edu</a> ph: 312.567.3318 fax: 312.567.3450
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