

May 6, 2015

MEMORANDUM

TO: State Board of Regents
FROM: David L. Buhler
SUBJECT: USHE - Institutions' Health Plan Changes 2015-16

Issue

The Board of Regents is provided annually with a summary of institutional health plan changes. The health benefits package is a critical component of the overall compensation package provided to institutional employees, and is subject to significant conversation and review at each institution. Several institutions' insurance plans will be experiencing design changes as outlined in the attached information.

Commissioner's Recommendation

The update of Health Plan changes is an informational item only; no action is required.

David L. Buhler
Commissioner of Higher Education

DLB/GLS/BLS/JBV
Attachment

Summary of USHE Medical Benefit Changes | 2015-16

Institution and Medical Provider	Number of Plans	Annual Medical Employer/ Employee Costs	Premium Split	Cost % Increase Total	Cost % Increase for Employer	Cost % Increase for Employee	Information (e.g., Plan Design Changes)																		
UU University Health Plan, Blue Cross/ Blue Shield (self-insured)	7	Pref. Value Care Advantage <u>Single</u> \$5,693/\$742 <u>Two-Party</u> \$9,962/\$1,254 <u>Family</u> \$15,029/\$1,684	90/10	2.76%	2.76%	2.76%	<ul style="list-style-type: none"> Changes to existing medical and RX out-of-pocket maximums and adding a new out-of-pocket maximum for behavioral health benefits in all plans so the total of all out-of-pocket maximum in each plan is compliant with the maximum allowed under health care reform. 																		
USU Blue Cross/Blue Shield (self-insured)	3	Blue Plan <u>Single</u> \$4,661/\$570 <u>Two-Party</u> \$10,521/\$1,286 <u>Family</u> \$15,183/\$1,856	90/10	1.00%	0.00%	10.00%	<ul style="list-style-type: none"> Network changes were required due to changes with vendor. Effective 7/1/2015 members will have the choice of the same 3 separate plans but the ability to choose between 2 networks within each plan. 90/10 split represents all plans combined 																		
WSU PEHP (not self-insured)	2	Traditional Summit/ Advantage <u>Single</u> \$5,571/\$619 <u>Two-Party</u> \$11,486/\$1,276 <u>Family</u> \$15,334/\$1,704	90/10	4.90%	4.90%	4.90%	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;"></td> <td style="text-align: center;"><u>2014-15</u></td> <td style="text-align: center;"><u>2015-16</u></td> </tr> <tr> <td>Medical Deductible</td> <td style="text-align: center;">\$250/\$500 (Not included in Medical OOP)</td> <td style="text-align: center;">\$350/\$700 (Not included in Medical OOP)</td> </tr> <tr> <td>Rx Deductible</td> <td style="text-align: center;">\$100 per person \$200 per family (Included in RX OOP)</td> <td style="text-align: center;">\$0</td> </tr> <tr> <td>Medical out-of-pocket max.</td> <td style="text-align: center;">\$2,500/\$5,000/\$7,500</td> <td style="text-align: center;">\$3,000/\$6,000/\$9,000</td> </tr> <tr> <td>RX out-of-pocket max.</td> <td style="text-align: center;">\$2,000</td> <td style="text-align: center;">\$0 (Included in Medical OOP)</td> </tr> <tr> <td>Specialty Drug out-of-pocket max.</td> <td style="text-align: center;">\$3,600</td> <td style="text-align: center;">\$0 (Included in Medical OOP)</td> </tr> </table>		<u>2014-15</u>	<u>2015-16</u>	Medical Deductible	\$250/\$500 (Not included in Medical OOP)	\$350/\$700 (Not included in Medical OOP)	Rx Deductible	\$100 per person \$200 per family (Included in RX OOP)	\$0	Medical out-of-pocket max.	\$2,500/\$5,000/\$7,500	\$3,000/\$6,000/\$9,000	RX out-of-pocket max.	\$2,000	\$0 (Included in Medical OOP)	Specialty Drug out-of-pocket max.	\$3,600	\$0 (Included in Medical OOP)
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SUU Educators Mutual (self-insured)	1	High Deductible <u>Single</u> \$4,692/\$528 <u>Family</u> \$13,608/\$1,512	90/10	0.21%	0.03%	0.33%	<ul style="list-style-type: none"> All employees (existing + new hires) can pick between both plans at hire and during open enrollment (traditional plan has been frozen to existing employees 10/15/13 – 6/30/15). Traditional Medical Deductible from \$1,000/\$2,000 to \$500/\$1,000. Traditional Co-Insurance Max from \$3,000/\$6,000 combined Medical + Rx to \$3,500/\$7,000 combined Medical + Rx. Office co-pays from \$40 PCP/\$50 SCP to \$35 PCP/\$45 SCP (applies to both plans). Significant decrease in employee costs for the Traditional plan is a function of lower claims and higher premium collections from the prior year. 															
	1	Traditional <u>Single</u> \$4,656/\$1,320 <u>Two-Party</u> \$10,488/\$3,000 <u>Family</u> \$15,060/\$4,320	78/22	(6.48%)	0.05%	(23.74%)																
SNOW PEHP (not self-insured)	3	Traditional Summit/ Advantage <u>Single</u> \$5,142/\$571 <u>Two-Party</u> \$10,602/\$1,177 <u>Family</u> \$14,153/\$1,572	90/10	4.90%	4.90%	4.90%	<ul style="list-style-type: none"> No Changes 															
DSU PEHP (not self-insured)	2	Traditional Summit/ Advantage <u>Single</u> \$5,142/\$571 <u>Two-Party</u> \$10,602/\$1,178 <u>Family</u> \$14,154/\$1,573	90/10	4.90%	4.90%	4.90%	<table border="0" style="width: 100%;"> <tr> <td>Medical Deductible</td> <td style="text-align: center;"><u>2014-15</u> \$250/\$500 (Not included in Medical OOP)</td> <td style="text-align: center;"><u>2015-16</u> \$350/\$700 (Not included in Medical OOP)</td> </tr> <tr> <td>Rx Deductible</td> <td style="text-align: center;">\$100 per person \$200 per family (Included in RX OOP)</td> <td style="text-align: center;">\$0</td> </tr> <tr> <td>Medical out-of-pocket max.</td> <td style="text-align: center;">\$2,500/\$5,000/\$7,500</td> <td style="text-align: center;">\$3,000/\$6,000/\$9,000</td> </tr> <tr> <td>RX out-of-pocket max.</td> <td style="text-align: center;">\$2,000</td> <td style="text-align: center;">\$0 (Included in Medical OOP)</td> </tr> <tr> <td>Specialty Drug out-of-pocket max.</td> <td style="text-align: center;">\$3,600</td> <td style="text-align: center;">\$0 (Included in Medical OOP)</td> </tr> </table> <ul style="list-style-type: none"> STAR plans will be offered in addition to traditional plans 	Medical Deductible	<u>2014-15</u> \$250/\$500 (Not included in Medical OOP)	<u>2015-16</u> \$350/\$700 (Not included in Medical OOP)	Rx Deductible	\$100 per person \$200 per family (Included in RX OOP)	\$0	Medical out-of-pocket max.	\$2,500/\$5,000/\$7,500	\$3,000/\$6,000/\$9,000	RX out-of-pocket max.	\$2,000	\$0 (Included in Medical OOP)	Specialty Drug out-of-pocket max.	\$3,600	\$0 (Included in Medical OOP)
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UVU UMR UHC (self-insured)	6	Traditional Single \$5,102/\$567 Two-Party \$11,787/\$1,310 Family \$17,024/\$1,892	90/10	4.09%	4.09%	4.09%	<ul style="list-style-type: none"> • Current White and Green PPO plans were merged into one new Traditional Plan. • Deductibles for base plan \$750/\$1,500 from Green plan \$500/\$1000 and White plan \$1000/\$2000. • Medical OOP max \$3,250/\$6,500 from Green plan \$4,500/\$9,000 and White plan \$5,000/\$10,000. • Rx OOP max \$1,250/\$2,500 from \$2,000/\$4,000. • Specialty Medications (30 day supply) 50% (\$75 min; \$250 max per script), requires prior authorization, must be acquired through Costco Specialty Services, first fill allowed at retail but all other fills must be obtained through Costco Specialty Services. • Implementing a new Internal Dual Coverage Plan; co-pays, deductibles, OOP max, Rx deductible, Rx OOP are 50% of Traditional plan.
SLCC Blue Cross/Blue Shield (self-insured)	6	Traditional Plan: Single \$5,951/\$637 Two Party \$13,406/\$1,427 Family \$18,753/\$1,975	90/10	5.02%	4.90%	6.14%	<ul style="list-style-type: none"> • Increase the in network deductible from \$200/\$400 to \$400/\$800. • Increase the out of network deductible from \$500/\$1,000 to \$1,000/\$2,000. • Increase the in network out-of-pocket maximums from \$2,700/\$5,400 to \$2,900/\$5,800. • Increase the out of network out-of-pocket maximums from \$4,500/\$9,000 to \$5,000/\$10,000. • Increase the office copay from \$25 to \$30. • Introducing a High Deductible Health Plan with an HSA.