

May 10, 2017

MEMORANDUM

TO: State Board of Regents  
FROM: David L. Buhler  
SUBJECT: USHE – Institutions’ Health Plan Changes 2017-18

Issue

Annually, the Board receives a summary report regarding USHE institutional health benefit plans for the upcoming fiscal year.

Background

The attached report provides Regents with several key metrics for an institution’s health benefit plans including:

- Number of plans available
- Annual costs for employer and employee
- Cost increases (total, employer, employee)
- Major plan design 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

This is an informational item only; no action is required.

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David L. Buhler  
Commissioner of Higher Education

DLB/KLH/BLS  
Attachment

# Summary of USHE Medical Benefit Changes | FY 2018

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 Health Care and Regence, Blue Cross/ Blue Shield partnership (self-insured)	5	<u>Advantage Single</u> \$6,811/\$749 <u>Two-Party</u> \$11,919/\$1,310 <u>Family</u> \$17,980/\$1,977	90/10	13.0%	12.0%	20.0%	<ul style="list-style-type: none"> <li>No major plan changes</li> </ul>
USU Blue Cross/Blue Shield (self-insured)	6	<u>Blue Plan Single</u> \$5,430/\$1,097 <u>Two-Party</u> \$12,257/\$2,469 <u>Family</u> \$17,688/\$3,566	90/10	17.2%	16.5%	20.9%	<ul style="list-style-type: none"> <li>Increased medical out-of-pocket maximum by \$250</li> <li>Increased prescription coinsurance maximum by \$250</li> <li>Changed specialty prescription tier 1 – 20% of first \$150</li> <li>90/10 split represents all plans combined</li> </ul>
WSU PEHP (not self-insured)	3	<u>Traditional Advantage/Summit Single</u> \$5,876/\$653 <u>Two-Party</u> \$12,116/\$1,346 <u>Family</u> \$16,175/\$1,797	90/10	6.5%	6.5%	6.5%	<ul style="list-style-type: none"> <li>Inpatient Rehabilitation will be limited to 45 days per plan year</li> </ul>
SUU Educators Mutual (self-insured)	2	<u>High Deductible Single</u> \$4,692/\$528 <u>Family</u> \$13,608/\$1,512	90/10	0.0%	0.0%	0.0%	<ul style="list-style-type: none"> <li>No major plan changes</li> </ul>
SNOW PEHP (not self-insured)	4	<u>Traditional Advantage/Summit Single</u> \$5,991/\$538 <u>Two-Party</u> \$12,351/\$1,110 <u>Family</u> \$16,490/\$1,482	92/8	6.1%	7.9%	-13.9%	<ul style="list-style-type: none"> <li>No major plan changes</li> </ul>

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DSU PEHP (not self-insured)	2	Traditional Advantage/Summit <u>Single</u> \$5,991/\$539 <u>Two-Party</u> \$12,352/\$1,110 <u>Family</u> \$16,490/\$1,482	92/8	7.0%	9.0%	-12.0%	<ul style="list-style-type: none"> <li>• Additional legislative funding allowed a changed in the premium split from 90/10 to 92/8</li> <li>• No major plan changes</li> </ul>
UVU Choice Plus Traditional (self-insured)	4	Traditional <u>Single</u> \$5,600/\$622 <u>Two-Party</u> \$12,936/\$1,437 <u>Family</u> \$18,685/\$2,076	90/10	8.0%	8.0%	8.0%	<ul style="list-style-type: none"> <li>• Increased emergency room copay from \$250 to \$300+80%/20% co-insurance</li> <li>• Increased out-of-pocket maximum from \$3,250/\$6,500 to \$4,000/\$8,000</li> <li>• Increased pharmacy deductible from \$100 to \$200</li> <li>• Increased pharmacy out-of-pocket from \$1,250/\$2,500 to \$2,000/\$4,000</li> </ul>
SLCC Blue Cross/Blue Shield (self-insured)	2	Traditional ValueCare <u>Single</u> \$6,555/\$720 <u>Two-Party</u> \$14,768/\$1,620 <u>Family</u> \$20,658/\$2,232	90/10	8.0%	8.0%	8.0%	<ul style="list-style-type: none"> <li>• Increased in-network out-of-pocket maximum to \$3,200 (individual) and \$6,500 (family)</li> <li>• Removed emergency room \$150 co-pay with coverage of 80/20 after deductible</li> <li>• Added telehealth benefit</li> </ul>