



UTAH SYSTEM OF
HIGHER EDUCATION

MEMORANDUM

TAB J

May 20, 2021

Institutions' 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.

Annually, the Board receives a summary report regarding the USHE institutional health benefit plans for the upcoming year. The attached report provides the Board with several key metrics for an institution's health benefit plans including: 1) Plans; 2) Annual costs and premium split for employer and employee; 3) Cost increases for employer and employee; and 4) Any major plan design changes.

Commissioner's Recommendation

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

Attachment

**Summary of USHE Health Plan Changes
Fiscal Year 2021-22**

Institution	Health Insurance	Plan	Annual Employer Costs	Annual Employee Costs	Premium Split	% Increase for Employer	% Increase for Employee	Total % Cost Increase	Plan Changes
University of Utah	Blue Cross Blue Shield	Advantage Single	7,577	848	90/10	4.3%	4.3%	4.3%	Adding \$7,500 lifetime fertility benefit
		Two-party	13,258	1,485	90/10	4.3%	4.3%	4.3%	
		Family	20,000	2,240	90/10	4.3%	4.3%	4.3%	
Utah State University	Blue Cross Blue Shield	Blue Single	6,121	1,309	82/18	0.0%	3.5%	0.3%	No major plan changes
		Two-party	13,819	2,944	82/18	0.0%	3.5%	0.3%	
		Family	19,941	4,253	82/18	0.0%	3.5%	0.3%	
Weber State University	PEHP	Advantage Single	6,960	773	90/10	4.3%	4.3%	4.3%	No major plan changes
		Two-party	14,349	1,594	90/10	4.3%	4.3%	4.3%	
		Family	19,156	2,129	90/10	4.3%	4.3%	4.3%	
Southern Utah University	United Healthcare	Traditional Single	5,730	1,620	78/22	0.0%	0.0%	0.0%	No major plan changes
		Two-party	12,888	3,672	78/22	0.0%	0.0%	0.0%	
		Family	18,480	5,280	78/22	0.0%	0.0%	0.0%	
Snow College	PEHP	Advantage Single	7,095	638	92/8	4.3%	4.3%	4.3%	No major plan changes
		Two-party	14,629	1,315	92/8	4.3%	4.3%	4.3%	
		Family	19,529	1,755	92/8	4.3%	4.3%	4.3%	
Dixie State University	PEHP	Advantage Single	7,095	638	92/8	4.3%	4.3%	4.3%	No major plan changes
		Two-party	14,629	1,315	92/8	4.3%	4.3%	4.3%	
		Family	19,529	1,755	92/8	4.3%	4.3%	4.3%	
Utah Valley University	Blue Cross Blue Shield	Traditional Single	7,374	912	89/11	0.0%	0.0%	0.0%	No major plan changes
		Two-party	16,222	2,005	89/11	0.0%	0.0%	0.0%	
		Family	22,858	2,825	89/11	0.0%	0.0%	0.0%	
Salt Lake Community College	Blue Cross Blue Shield	Traditional Single	6,824	768	90/10	0.0%	0.0%	0.0%	Employer vision premiums will decrease 10.6%
		Two-party	15,373	1,704	90/10	0.0%	0.0%	0.0%	
		Family	21,505	2,328	90/10	0.0%	0.0%	0.0%	
Bridgerland Technical College	University of Utah Health	Traditional Single	7,092	-	100/0	5.0%	0.0%	5.0%	No major plan changes
		Two-party	16,056	-	100/0	5.0%	0.0%	5.0%	
		Family	22,944	-	100/0	5.0%	0.0%	5.0%	
Davis Technical College	PEHP	Advantage Single	7,076	636	92/8	4.3%	4.3%	4.3%	No major plan changes
		Two-party	14,589	1,311	92/8	4.3%	4.3%	4.3%	
		Family	19,476	1,750	92/8	4.3%	4.3%	4.3%	
Dixie Technical College	PEHP	Star Single	6,171	-	100/0	5.0%	0.0%	5.0%	No major plan changes
		Two-party	12,771	-	100/0	5.0%	0.0%	5.0%	
		Family	17,582	-	100/0	4.8%	0.0%	4.8%	
Mountainland Technical College	PEHP	Star Single	6,960	120	98/2	4.3%	4.9%	4.3%	No major plan changes
		Two-party	14,352	264	98/2	4.3%	5.3%	4.3%	
		Family	19,152	360	98/2	4.3%	4.8%	4.3%	
Ogden-Weber Technical College	Select Health	Share Single	6,563	729	90/10	2.5%	2.5%	2.5%	No major plan changes
		Two-party	13,582	1,509	90/10	2.5%	2.5%	2.5%	
		Family	18,374	2,042	90/10	2.5%	2.5%	2.5%	
Southwest Technical College	Motivhealth	HSA Single	4,985	-	100/0	0.0%	0.0%	0.0%	No major plan changes
		Two-party	11,102	-	100/0	0.0%	0.0%	0.0%	
		Family	15,907	-	100/0	0.0%	0.0%	0.0%	
Tooele Technical College	PEHP	Traditional Single	7,095	638	92/8	4.3%	4.4%	4.3%	No major plan changes
		Two-party	14,629	1,315	92/8	4.3%	4.4%	4.3%	
		Family	19,529	1,755	92/8	4.3%	4.3%	4.3%	
Uintah Basin Technical College	PEHP	Star Single	6,959	123	98/2	4.3%	4.9%	4.3%	No major plan changes
		Two-party	14,348	255	98/2	4.3%	5.0%	4.3%	
		Family	19,155	352	98/2	4.3%	4.8%	4.3%	