



UTAH SYSTEM OF  
HIGHER EDUCATION

# MEMORANDUM

TAB Q

May 19, 2022

## 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 2022-23**

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	8,208	924	90/10	8.4%	8.0%	8.4%	Increased mental health and substance use disorder benefits and fertility benefits. Increased deductibles, copays, coinsurance percents, and out-of-pocket maximums
		Two-party	14,376	1,608	90/10	8.4%	8.1%	8.4%	
		Family	21,684	2,424	90/10	8.4%	8.0%	8.4%	
Utah State University	Blue Cross Blue Shield	Blue Single	6,378	1,357	90/10	4.2%	5.8%	4.4%	No major plan changes
		Two-party	14,399	2,992	90/10	4.2%	5.8%	4.4%	
		Family	20,779	4,301	90/10	4.2%	5.8%	4.4%	
Weber State University	PEHP	Advantage Single	7,406	823	90/10	6.4%	6.4%	6.4%	No major plan changes
		Two-party	15,270	1,697	90/10	6.4%	6.4%	6.4%	
		Family	20,385	2,265	90/10	6.4%	6.4%	6.4%	
Southern Utah University	United Healthcare	Traditional Single	6,114	730	89/11	6.7%	6.7%	6.7%	No major plan changes
		Two-party	17,714	2,062	90/10	6.7%	6.7%	6.7%	
		Family	17,714	2,062	90/10	6.7%	6.7%	6.7%	
Snow College	PEHP	Advantage Single	7,550	678	92/8	6.4%	6.4%	6.4%	No major plan changes
		Two-party	15,567	1,399	92/8	6.4%	6.4%	6.4%	
		Family	20,782	1,868	92/8	6.4%	6.4%	6.4%	
Utah Tech University	PEHP	Advantage Single	7,550	678	92/8	6.4%	6.4%	6.4%	No major plan changes
		Two-party	15,567	1,399	92/8	6.4%	6.4%	6.4%	
		Family	20,782	1,868	92/8	6.4%	6.4%	6.4%	
Utah Valley University	Blue Cross Blue Shield	Traditional Single	8,010	511	94/6	8.6%	8.6%	8.6%	Added Telehealth and expanded mental and behavioral health services
		Two-party	17,623	1,125	94/6	8.6%	8.6%	8.6%	
		Family	24,833	1,585	94/6	8.6%	8.6%	8.6%	
Salt Lake Community College	Blue Cross Blue Shield	Traditional Single	7,542	852	90/10	10.5%	10.9%	10.6%	No major plan changes
		Two-party	16,990	1,896	90/10	10.5%	11.3%	10.6%	
		Family	23,767	2,580	90/10	10.5%	10.8%	10.5%	
Bridgerland Technical College	University of Utah Health	Traditional Single	7,550	-	100/0	6.4%	0.0%	6.4%	No major plan changes
		Two-party	17,087	-	100/0	6.4%	0.0%	6.4%	
		Family	24,418	-	100/0	6.4%	0.0%	6.4%	
Davis Technical College	PEHP	Advantage Single	7,530	677	92/8	6.4%	6.4%	6.4%	No major plan changes
		Two-party	15,525	1,395	92/8	6.4%	6.4%	6.4%	
		Family	20,725	1,863	92/8	6.4%	6.4%	6.4%	
Dixie Technical College	PEHP	Star Single	6,624	-	100/0	7.4%	0.0%	7.4%	No major plan changes
		Two-party	13,716	-	100/0	7.4%	0.0%	7.4%	
		Family	18,840	-	100/0	7.1%	0.0%	7.1%	
Mountainland Technical College	PEHP	Star Single	7,404	132	98/2	6.4%	7.4%	6.4%	No major plan changes
		Two-party	15,266	274	98/2	6.4%	7.3%	6.4%	
		Family	20,381	377	98/2	6.4%	7.1%	6.4%	
Ogden-Weber Technical College	Select Health	Share Single	7,088	788	90/10	8.0%	8.0%	8.0%	No major plan changes
		Two-party	14,669	1,630	90/10	8.0%	8.0%	8.0%	
		Family	19,844	2,205	90/10	8.0%	8.0%	8.0%	
Southwest Technical College	Motivhealth	HSA Single	4,536	-	100/0	-5.0%	0.0%	-5.0%	No major plan changes
		Two-party	10,102	-	100/0	-5.0%	0.0%	-5.0%	
		Family	14,475	-	100/0	-5.0%	0.0%	-5.0%	
Tooele Technical College	PEHP	Traditional Single	7,550	678	92/8	6.4%	6.4%	6.4%	No major plan changes
		Two-party	15,567	1,399	92/8	6.4%	6.4%	6.4%	
		Family	20,782	1,868	92/8	6.4%	6.4%	6.4%	
Uintah Basin Technical College	PEHP	Star Single	7,404	132	98/2	6.4%	7.0%	6.4%	No major plan changes
		Two-party	15,266	274	98/2	6.4%	7.2%	6.4%	
		Family	20,381	377	98/2	6.4%	7.2%	6.4%	