

MEMORANDUM

May 10, 2023

Employee Health Plan Changes

The health benefits package is a critical component of the overall compensation package provided to institutional employees. 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) Plan carriers and plan types; 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 Recommendations

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

Attachment

Summary of USHE Health Plan Changes Fiscal Year 2023-24

Mathematical Math		Health		Annual Employer	Annual Employee	Premium	% Increase for	% Increase for	Total % Cost	
Criversity Blue Cross Single Dog 284 1.039 0.010 13.0%	Institution	Insurance				Split	Employer	Employee	Increase	
Dula		_, _				,				
Family Section Parally Paral						- /	_	-	_	
Blue Cross Single Continued of the Cross Continued of the C	Otan	blue Silieiu								
Table Name No. Single No. Single No. Single No. Single No. Single No.				24,505	2,/45	90/10	13.0%	13.0%	13.0%	100% by the plan.
University	Utah State	Blue Cross		6,962	775	90/10	9.1%	9.9%	9.2%	
Weber State University						- /				No major plan changes
Weber State Orbital Chinesity PEHP Two-party 16,330 1,814 99/10 0,9% 6,9%				22,625	2,414	90/10	8.9%	9.9%	9.0%	
Traditional										
Southern Utah United Uni		PEHP						-		No major plan changes
Southern Ulah United University Healthcare Francisco Healthcare Francisco Fr	University						-	-	-	
Southern Ulah United Healthcare Family Healthcare Healt				21,601	2,422	90/10	6.9%	6.9%	0.9%	
Transport Healthcare Two-party 18,986 2,209 90/10 7.2% 7	Southern Utah	United		6.552	781	80/11	7.2%	7 1%	7.2%	
Same Family 18,989 2,209 90/10 7.2% 7					-					No major plan changes
Same Peth Peth Family 16.649 1.496 92/8 6.9% 6.										
Same Petit				20,707	=,==,)=	7.=	71=10	7.=. 0	
Tuh Tech University Family 22,226 1,496 92/8 6.9% 6	Cm oxy C-11	DETTE		8,075	726	92/8	6.9%	7.0%	6.9%	No major plan shangas
Traditional College PEHP Two-party 16,504 296 598/2 6.9% 7.9% 6.9%	Snow College	PEHP			-				-	ino major pian changes
University PEHP Single Single No major plan changes No major plan changes No major plan changes No major plan changes								6.9%	6.9%	
University PEHP			Advantage							No major plan changes
Two-party 10.649 1.490		PEHP								
Utah Valley Blue Cross Single Blue Shield Two-party 19,339 1,125 94.4/5.6 8.6% 0.0% 8.1% No major plan changes	University	1 1111					-	-	-	Tto major plan changes
Blue Cross Blue Shield Pamily 26,968 1,585 94,4/5.6 8.6% 0.0% 8.1% 8.1% Shield Pamily 26,968 1,585 94,4/5.6 8.6% 0.0% 8.1% Shigle Blue Shield Pamily 26,968 1,585 94,4/5.6 8.6% 0.0% 8.1% Shigle Blue Cross Shingle Blue Cross Shingle Blue Shield Pamily 25,422 2,580 91/9 7,0% 0.0% 5,2% Institution is covering full cost of increases for increases for linear and administration of the content				22,226	1,997	92/8	6.9%	6.9%	6.9%	
University Blue Shield Two-party 19,139 1.125 94.475.6 8.6.% 0.0% 8.1% No major plan changes	*** 1 ** 11	P1 0				, ,				
Salt Lake Community College Blue Shield Traditional Single Sing			~							No major plan changes
Salt Lake Community College	University	Blue Shield								
Salt Lake Community College Blue Shield Blue Cross Blue Shield Blue Shield Blue Shield Blue Shield Blue Shield Blue Shield Two-party 17.966 1.896 90/10 5.7% 0.0% 5.2% 5.2% 1.806 1.15% 0.0% 5.2% 1.15% 0.0% 11.5% 0.0%				20,908	1,505	94.4/5.0	8.0%	0.0%	6.1%	
Community College		Blue Cross		8 062	852	00/10	6.0%	0.0%	6.2%	
College			~			- /	-			
Bridgerland Technical College										
Technical College	n'1 1 1			0/1	70	717	,			No major plan changes
College	Technical		Single	8,419	-	100/0	11.5%	0.0%	11.5%	
Davis Technical College			Two-party	19,052	-	100/0	11.5%	0.0%	11.5%	
Davis Technical College				27,227	-	100/0	11.5%	0.0%	11.5%	
Technical College	Technical	РЕНР	_							No major plan changes
Dixie Technical College PEHP Star										
Dixie Technical College							-		-	
Dixe Technical College PEHP Two-party 14,792 - 100/0 7.9% 0.0% 7.9				22,164	1,992	92/8	6.9%	7.0%	6.9%	
Two-party 14,792 - 100/0 7.9% 0.0% 7.9% 7.9% 7.9% 0.0% 7.9% 7.9% 7.7% 7.	Technical	РЕНР		=		100/0	= o0/	0.0%	= 00/	No major plan changes
Mountainland Technical College										
Mountainland Technical College										
Mountainland Technical College				20,201		100/0	7.770	0.070	7.770	
Two-party 16,324 296 98/2 6.9% 7.9% 6.9% 6.9% 7.9% 6.9% 7.9% 6.9% 7.5% 6	Technical	РЕНР		7,917	143	98/2	6.9%	8.3%	7.0%	No major plan changes
College			~				-	_		
Solution Select Health College Select Health College Select Health Single Two-party 15,036 1,671 90/10 2.5% 2							-		-	
Technical College	Technical	Select Health	Share				_	-		No major plan changes
College				7,265	807	90/10	2.5%	2.5%	2.5%	
Southwest Technical College			1 wo-party	15,036	1,671	90/10	2.5%	2.5%	2.5%	
Southwest Technical College				20,340	2,260	90/10	2.5%	2.5%	2.5%	
Technical College	Technical	Motivhealth								
Two-party 11,035 - 100/0 9.2% 0.0% 9.2% 0.0% 9.2%										
Traditional Single									-	during 1y23 for the college as a whole
Toole Technical PEHP Single Ro75 726 92/8 6.9% 7.0% 7.0% 6.9%				15,811	-	100/0	9.2%	0.0%	9.2%	
Two-party 16,649 1,496 92/8 6.9% 6.9% 6.9% 6.9%				9.055	=0(00/9	6.00/	T C 0/	E 00/	
Family 22,226 1,997 92/8 6.9% 6.9% 6.9%		PEHP	~							No major plan changes
Uintah Basin Technical College Star Single 7,917 Two-party 143 16,324 98/2 296 6.9% 98/2 7.9% 6.9% 6.9% 7.9% No major plan changes	College								-	
Unitan Basin Technical PEHP Single 7,917 143 98/2 6.9% 7.9% 6.9% 7.9% 6.9% No major plan changes				22,220	1,99/	92/0	0.970	0.970	0.970	
College Two-party 16,324 296 98/2 6.9% 7.9% 6.9% Ro major pian changes		PEHP		7.017	142	98/2	6.0%	7.0%	6.9%	No major plan changes
College									-	
	College		Family	21,794	405	98/2	6.9%	7.6%	6.9%	