

August Board Meeting 2022 Healthcare Plan and Premiums Announcement

To: Faculty, Staff, and Retirees
From: Human Resources
Subject: Regents Approve 2022 USG Healthcare Plan Premiums for Employees and Retirees and 2022 65+ Retiree HRA Funding

We are happy to announce that at the August 10 meeting, the Board of Regents approved the 2022 University System of Georgia (USG) healthcare plans and premiums for active employees and pre-65 retirees. The Board also approved the USG funding for the supplemental coverage for Medicare-eligible retirees age 65 and older.

COVID-19 continues to impact the healthcare plan. Some of these impacts have reduced costs and some have increased costs. Telehealth services have increased substantially over the last year. This and the delay or omission of some treatment and surgeries decreased costs in 2020. Testing and treatment for COVID-19 is increasing costs in 2021 in addition to increased demand for care that was delayed in 2020. We are continuing to monitor the impact to the plan as a result of COVID-19 and will make any additional changes that may be needed as a result.

For 2022, there will be minimal plan design changes, primarily related to specialty pharmacy since this is where there are a higher rates of rising costs, and slight premium increases across all plans and coverage tiers.

ACTIVE EMPLOYEES

Below are the key changes for the 2022 USG Healthcare Plans.

- **Premiums:** The Board approved a slight increases to premiums for all USG Healthcare Plans between \$1 - \$21 per month (.6% - 4%) depending on the plan and coverage tier in which you are enrolled.
- **Pharmacy Coverage:** The Board approved the following changes to the pharmacy coverage -
 - Adding a Specialty Pharmacy tier for the Comprehensive Care and BlueChoice HMO plans with co-insurance and maximums by drug tier.
 - Adding a 30-day supply limit to specialty medications for the Comprehensive Care, Consumer Choice HSA, and BlueChoice HMO plans.
 - Adding 60-day and 90-day supply copays for the Comprehensive Care and BlueChoice HMO plans at 2x or 3x the cost of the 30-day supply.
 - Increasing the Kaiser HMO plan mail order co-pay from 2 copays per 90-day supply to 3 co-pays per 90-day supply.
- **Consumer Choice HSA Plan:** The Board approved an increase in the out-of-pocket maximums; in-network employee only coverage tier increases from \$3,700 to \$4,000; and family tier increases from \$7,400 to \$8,000. The HSA matching contribution will continue in 2022 at \$375 for employee-only coverage and \$750 for family coverage.

- **Tobacco use and working spouse surcharges:** The Board approved the continuation of the tobacco use and working spouse surcharges at \$100 per person per month. The tobacco use surcharge applies to employees and dependents age 18 and over enrolled in the USG healthcare plans who use tobacco. The working spouse surcharge applies to employees who cover their spouse under the plan if the spouse is employed and receives an offer of coverage through their place of employment. Certification and acknowledgement of penalties will be required during open enrollment for both of these surcharges.
- **Well-being:** The 2022 program will continue to offer a \$100 well-being credit, as well as an expanded list of activities to earn the credit. The 2022 program will ensure members have access to resources surrounding diabetes education, prevention, and management and weight loss programming for those who qualify. Completion of a health risk assessment will continue to be required to qualify to earn the \$100 well-being credit for 2022. A well-being credit will be provided for employees who receive the COVID-19 vaccine.
- **Accolade:** Accolade will continue to support employees enrolled in the Anthem (Blue Cross Blue Shield of GA) plan with all of their healthcare questions and needs through a personal healthcare assistant.

More details about the changes to the plans will be provided during the Open Enrollment period which will be **October 25 through November 5, 2021**. A **virtual benefits fair** with live presentations and chat will be offered during the first week of Open Enrollment, October 25 – 29. We encourage all employees to attend the fair to learn about the changes to the benefit plans for 2022. Enrollment in benefits for the 2022 plan year will take place in the [OneUSG Connect – Benefits](#) system. Active employees will begin receiving Open Enrollment information in late September – early October by mail and e-mail.

RETIREES

Pre-65 retirees and pre-65 dependents will remain on the same plans as active employees. As in the past, there will be separate pre-65 retiree premium rate charts for the 2022 plan year.

Medicare eligible retirees age 65 and over and Medicare eligible dependents age 65 and older will continue to enroll in their supplemental healthcare coverage through the Retiree Health Exchange. Medicare Part A and B will provide primary coverage. USG will also continue to provide an annual contribution into a Health Reimbursement Account (HRA) for retirees and/or dependents to use towards premiums and other eligible out-of-pocket healthcare expenses. The Board of Regents approved the USG HRA funding of \$2,736 per year per 65 and older Medicare eligible retiree and any 65 and older Medicare eligible covered dependent(s). In order to receive the 2022 USG HRA funding, the retiree and/or dependent must purchase coverage through the Aon Retiree Health Exchange. The Medicare enrollment period is **October 15 through December 7, 2021**, for January 1, 2022, coverage begin date.

The 2022 USG Health Reimbursement Account funding is remaining at the same level as 2021. Over the last year, Aon, an independent consulting firm, performed a study on the value of the purchasing power of USG's contribution to the HRA from 2018 through 2020. The study found that due to changes in Medicare coverage and changes in the Medicare market, the purchasing power of the HRA has remained strong over this period and the annual contribution of \$2,736 remains a substantial subsidy to cover the cost of supplemental healthcare. The University System of Georgia's Human Resources Office will continue to review the HRA funding on an annual basis and make recommendations for the HRA based on this review and budgetary needs of the University System.

If you have questions, please contact your campus HR office.