



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**

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	9,284	1,039	90/10	13.0%	12.9%	13.0%	Increased deductibles and coinsurance. Removed limits from mental health services. Dental cleanings and exams (2 per yr) will be covered 100% by the plan.
		Two-party	16,244	1,819	90/10	13.0%	13.0%	13.0%	
		Family	24,505	2,745	90/10	13.0%	13.0%	13.0%	
Utah State University	Blue Cross Blue Shield	Blue Single	6,962	775	90/10	9.1%	9.9%	9.2%	No major plan changes
		Two-party	15,664	1,740	90/10	8.8%	9.9%	8.9%	
		Family	22,625	2,414	90/10	8.9%	9.9%	9.0%	
Weber State University	PEHP	Advantage Single	7,921	880	90/10	7.0%	6.9%	7.0%	No major plan changes
		Two-party	16,330	1,814	90/10	6.9%	6.9%	6.9%	
		Family	21,801	2,422	90/10	6.9%	6.9%	6.9%	
Southern Utah University	United Healthcare	Traditional Single	6,553	781	89/11	7.2%	7.1%	7.2%	No major plan changes
		Two-party	18,989	2,209	90/10	7.2%	7.2%	7.2%	
		Family	18,989	2,209	90/10	7.2%	7.2%	7.2%	
Snow College	PEHP	Advantage Single	8,075	726	92/8	6.9%	7.0%	6.9%	No major plan changes
		Two-party	16,649	1,496	92/8	6.9%	6.9%	6.9%	
		Family	22,226	1,997	92/8	6.9%	6.9%	6.9%	
Utah Tech University	PEHP	Advantage Single	8,075	726	92/8	6.9%	6.9%	6.9%	No major plan changes
		Two-party	16,649	1,496	92/8	6.9%	6.9%	6.9%	
		Family	22,226	1,997	92/8	6.9%	6.9%	6.9%	
Utah Valley University	Blue Cross Blue Shield	Traditional Single	8,699	511	94.4/5.6	8.6%	0.0%	8.1%	No major plan changes
		Two-party	19,139	1,125	94.4/5.6	8.6%	0.0%	8.1%	
		Family	26,968	1,585	94.4/5.6	8.6%	0.0%	8.1%	
Salt Lake Community College	Blue Cross Blue Shield	Traditional Single	8,063	852	90/10	6.9%	0.0%	6.2%	Institution is covering full cost of increases for insurance renewal and admin fees
		Two-party	17,966	1,896	90/10	5.7%	0.0%	5.2%	
		Family	25,422	2,580	91/9	7.0%	0.0%	6.3%	
Bridgerland Technical College	University of Utah Health	Traditional Single	8,419	-	100/0	11.5%	0.0%	11.5%	No major plan changes
		Two-party	19,052	-	100/0	11.5%	0.0%	11.5%	
		Family	27,227	-	100/0	11.5%	0.0%	11.5%	
Davis Technical College	PEHP	Advantage Single	8,053	724	92/8	6.9%	7.0%	6.9%	No major plan changes
		Two-party	16,603	1,492	92/8	6.9%	7.0%	6.9%	
		Family	22,164	1,992	92/8	6.9%	7.0%	6.9%	
Dixie Technical College	PEHP	Star Single	7,151	-	100/0	7.9%	0.0%	7.9%	No major plan changes
		Two-party	14,792	-	100/0	7.9%	0.0%	7.9%	
		Family	20,281	-	100/0	7.7%	0.0%	7.7%	
Mountainland Technical College	PEHP	Star Single	7,917	143	98/2	6.9%	8.3%	7.0%	No major plan changes
		Two-party	16,324	296	98/2	6.9%	7.9%	6.9%	
		Family	21,794	405	98/2	6.9%	7.5%	6.9%	
Ogden-Weber Technical College	Select Health	Share Single	7,265	807	90/10	2.5%	2.5%	2.5%	No major plan changes
		Two-party	15,036	1,671	90/10	2.5%	2.5%	2.5%	
		Family	20,340	2,260	90/10	2.5%	2.5%	2.5%	
Southwest Technical College	Motivhealth	HSA Single	4,955	-	100/0	9.2%	0.0%	9.2%	Increases in cost due to higher medical costs during fy23 for the college as a whole
		Two-party	11,035	-	100/0	9.2%	0.0%	9.2%	
		Family	15,811	-	100/0	9.2%	0.0%	9.2%	
Tooele Technical College	PEHP	Traditional Single	8,075	726	92/8	6.9%	7.0%	7.0%	No major plan changes
		Two-party	16,649	1,496	92/8	6.9%	6.9%	6.9%	
		Family	22,226	1,997	92/8	6.9%	6.9%	6.9%	
Uintah Basin Technical College	PEHP	Star Single	7,917	143	98/2	6.9%	7.9%	6.9%	No major plan changes
		Two-party	16,324	296	98/2	6.9%	7.9%	6.9%	
		Family	21,794	405	98/2	6.9%	7.6%	6.9%	