At the Aug. 8 board meeting, the Board of Regents approved the 2020 University System of Georgia (USG) healthcare plan design changes 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. These changes were carefully considered by the USG Total Rewards Steering Committee and system leadership as a result of state and national healthcare trends, costs and other factors.

ACTIVE EMPLOYEES

The Board of Regents approved benefits offerings for calendar year 2020. There will be a few major changes in the coverage for the health plans and varying premium increases, depending upon the specific healthcare plan. These changes are a result of higher than expected claims costs in 2018 and the first part of 2019 leading to a projected increase of $47M for the 2020 plan year prior to any changes. We are also seeing higher than average cost increases in the pharmacy plan. Prescription drugs costs have increased 29% in the last two years and now account for 31% of the overall healthcare plan costs. The following changes are being made to address the rising plan costs, encourage appropriate plan utilization, and ensure the long-term sustainability of the plan.

- **Premiums:** The board approved an increase to the employee monthly healthcare plan premiums, between $7 to $64 per month, or on average between 5.5 percent to 7.5 percent, depending on the plan.

- **Pharmacy Coverage:** There is a significant pharmacy coverage change for our Comprehensive Care and BlueChoice plans. We are moving from co-pays to co-insurance for brand name preferred and nonpreferred medications, where the cost of the drug the employee pays will be a percentage of the overall cost of the drug with minimums and maximums. *This does not apply to the Consumer Choice HSA plan since its co-insurance structure is already in place. The Kaiser plan co-pays are increasing, and specialty drugs will have a 20 percent co-insurance.*

- **Working Spouse Surcharge:** There will be a surcharge of $100 per month applied to spouses covered under the plan who work and receive an offer of coverage through their place of employment. As part of this change, the “Employee + Child” coverage tier is changing to “Employee + Children.” Currently, employees who coverage two or more children must enroll in the “Family” coverage tier which may encourage employees to continue to cover their spouse under the plan. In 2020, an employee covering two or more children without a spouse can enroll in the “Employee + Child or Children” tier and pay less than they would today in the “Family” tier.

- **Tobacco Surcharge:** The board approved an increase in the tobacco surcharge from $75 to $100 monthly. A tobacco use certification and acknowledgement of penalties will be required during open enrollment.
• **Medical Benefits Co-Pays:** The Comprehensive Care Plan will have a specialist office visit co-pay increase of $5, moving from $30 to $35 and $100 increase in emergency room visit co-pay moving from $150 to $250. The Kaiser HMO plan will also have a specialist office visit increase of $10, moving from $25 to $35.

• **Well-being:** The 2020 well-being program will continue to offer a $100 well-being incentive, as well as an expanded list of activities to earn the incentive. The 2020 program will ensure members have access to resources surrounding diabetes education, prevention and management and a weight loss program that is offered at a reduced cost for those that qualify.

• **Dependent Audit:** In 2019, we are conducting a dependent audit to ensure all dependents covered under the plan meet the eligibility requirements. The audit is being conducted from July 22 through Sept. 6, 2019. All employees and retirees who cover a dependent under a USG healthcare plan will be required to provide documentation showing the dependent meets eligibility requirements. Information is available at [https://www.usg.edu/hr/benefits](https://www.usg.edu/hr/benefits).

Open enrollment for active employees will be held **October 28 – November 8, 2019.** Enrollment in benefits for the 2020 plan year will take place in the [OneUSG Connect – Benefits](https://www.usg.edu/hr/benefits) system. Active employees will begin receiving Open Enrollment information in mid-October.

**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 2020 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 deposit money into a Health Reimbursement Account (HRA) for retirees and/or dependents to use towards premiums and other eligible out-of-pocket health care 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 2020 USG HRA funding, the retiree and/or dependent must purchase coverage through the Aon Retiree Health Exchange. The Medicare enrollment period is **Oct. 15 through Dec. 7, 2019** for Jan. 1, 2020, coverage begin date.

The 2020 USG Health Reimbursement Account funding is remaining at the same level as 2019 in the amount of $2,736. Every year, the system office in conjunction with its Total Rewards Steering Committee, consultants and actuaries, review the HRA contribution and the value it is providing to USG retirees. Based on the analysis of premiums and coverage USG retirees are enrolled in through the Retiree Health Exchange, an annual contribution of $2,736 remains a substantial subsidy to the cost of supplemental healthcare. The University System of Georgia’s Human Resources Office will continue to conduct a review of the HRA funding on an annual basis and make recommendations for changes to the HRA based on this review and budgetary needs of the University System. More information regarding the Medicare eligible retiree supplemental coverage is available at: [http://www.usg.edu/hr/benefits/retiree_benefits](http://www.usg.edu/hr/benefits/retiree_benefits)