

August Board meeting Announcement – August 11, 2020

To: Faculty, Staff, and Retirees
From: University System of Georgia Human Resources
Subject: Regents Approve Health Plan Premiums for Employees and Retirees

We are happy to announce that at the August 11 meeting, the Board of Regents approved the 2021 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. The plans and premiums for 2021 are good news for our employees and retirees.

ACTIVE EMPLOYEES

For 2021, there will be no changes to the healthcare plans and no increases in premiums for the employee, employee + child(ren), and employee + spouse coverage tiers. There will be a slight increase in premiums for employees enrolled in coverage for the family tier. This positive news is a result of better-than-anticipated claims costs in the latter half of 2019 and a successful healthcare procurement process which resulted in a new care management partner, Accolade, being added for 2021. We are continuing to monitor the impact to the plan due to COVID-19 and will make any additional changes that may be needed as a result.

Here is important information regarding the 2021 healthcare plans:

- **Premiums:** There will be no changes to employee, employee +child(ren), and employee + spouse coverage tiers. The Board approved a slight increase to the family tier monthly healthcare plan premiums, between \$3 - \$10 (or 1% – 2%). This is to align these premiums with the other tiers. No other changes are being made to employee premiums.
- **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 2021 program will continue to offer a \$100 well-being credit, as well as an expanded list of activities to earn the credit. The 2021 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 is necessary to qualify to earn the \$100 well-being credit for 2021.
- **Accolade:** Accolade is a new partner for 2021 that will provide additional healthcare resources for employees enrolled in the USG healthcare plans through Anthem. Employees will have access to an Accolade Health Assistant who will provide personalized support while working with a team of clinical and benefits specialists to help employees navigate their health benefits and make informed healthcare decisions.

Open enrollment for active employees will be **October 21 – November 6, 2020**. Enrollment in benefits for the 2021 plan year will take place in the [OneUSG Connect – Benefits](#) system. Active employees will begin receiving Open Enrollment information in mid-October. New this year: a System-wide virtual benefits fair will be held during the week of October 19 – 23.

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 2021 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 2021 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, 2020**, for January 1, 2021, coverage begin date.

The 2021 USG Health Reimbursement Account funding is remaining at the same level as 2020. 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 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.

Please contact your campus HR department if you have questions.