



**BOARD OF REGENTS OF  
THE UNIVERSITY SYSTEM OF GEORGIA**

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**MEMORANDUM**

**TO:** All USG Human Resources & Benefits Practitioners  
**FROM:** Karin Elliott, Associate Vice Chancellor Total Rewards  
**SUBJECT:** University System of Georgia (USG) Plan Year 2018 Open Enrollment  
**DATE:** August 28, 2017

The 2018 Open Enrollment period is quickly approaching and I am happy to share the approved changes to the healthcare plans and premiums with you and review some of the new programs that will be added to the USG Benefits Program during the 2018 Open Enrollment period. Detailed information of the 2018 Open Enrollment changes will be provided during the Open Enrollment Kickoff meetings at Middle Georgia State University on Monday, September 18, at Georgia Southern University on Tuesday, September 19, and at Kennesaw State University on Wednesday, September 20. You should have received details for the Open Enrollment Kickoff meetings from our office already. I look forward to seeing everyone at the one of the meetings!

As previously announced, the University System of Georgia 2018 Open Enrollment period will be **Monday, October 30 through Friday, November 10, 2017**.

**2018 Healthcare Plan and Voluntary Benefit Plan Changes**

In 2018, the University System of Georgia will continue to offer four healthcare plan options to our active employees and our pre-65 retirees and pre-65 retiree dependents. USG will contribute \$2,736 annually to a Health Reimbursement Account (HRA) for each Medicare eligible retiree and/or dependent enrolled in coverage through the Aon Retiree Health Exchange. Included at the end of this letter are three FAQs to address the 2018 plan changes and USG Medicare retiree HRA contribution.

**Changes to our healthcare plans:**

- **Comprehensive Care plan** – an increase to the in-network annual out-of-pocket maximums for single coverage from \$1,250 to \$1,500 and for family coverage (two or more covered) from \$2,500 to \$3,000
- **Comprehensive Care and BlueChoice HMO plans** – an increase to the pharmacy annual out-of-pocket maximums: Employee: from \$1,100 to \$1,250; Employee + one child: from \$2,200 to \$2,500; Employee + Spouse: from \$2,200 to \$2,500; Family: from \$3,300 to \$3,750
- **Tobacco certification** – will default to the prior year election. If the employee makes a change during open enrollment, he/she will be prompted to certify his/her tobacco use and for dependents 18+ if enrolled in a USG healthcare plan
- **All plans** – addition of hearing aid coverage for children; one device per impaired ear not to exceed \$3,000 per hearing aid per year (Senate Bill 206).
- **Health Savings Account (HSA)** – individual annual contribution limit will increase from \$3,400 to \$3,450 and the family annual contribution limit will increase from \$6,750 to \$6,900
- **Healthcare and Limited Purpose Flexible Spending Account (FSA)** – annual contribution limit will increase from \$2,550 to \$2,600

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- On the GRA healthcare plan, the following changes will apply:
  - Increase medical in-network deductible from \$3,250 (single) / \$6,500 (family) to \$4,350 (single) / \$8,700 (family); out-of-network deductible is 2 x in-network deductible
  - Increase medical in-network out-of-pocket maximum from \$5,250 (single) / \$10,500 (family) to \$5,350 (single) / \$10,700 (family); out-of-network out-of-pocket maximum is 2 x in-network out-of-pocket maximum
  - Increase Rx deductible from \$500 (single) / \$1,000 (family) to \$1,000 (single) / \$2,000 (family)
  - Increase Rx out-of-pocket maximum from \$1,900 (single) / \$3,800 (family) to \$2,000 (single) / \$4,000 (family)
  - Add children hearing aid coverage to meet the minimum requirement of Senate Bill 206
  - Premiums will increase to \$97.00 (single) and \$439 (family)
  - All materials for the GRA enrollment period will be delivered to the institutions in December

This year, we will strongly encourage employees to login to the OneUSG Connect - Benefits system and make Open Enrollment elections. If an employee does not make any changes or new elections for open enrollment, their current coverage will remain the same for 2018 **with the exception of FSA enrollment**. As always, a FSA election is required each year. The tobacco surcharge will remain the same as the current election if the employee does not need to change the tobacco status in 2018. If the employee makes any changes and is enrolled in a USG healthcare plan, the tobacco certification will need to be completed in the benefits enrollment system.

**CVS/Caremark** will remain the Pharmacy Benefit Manager for **all** of the self-insured healthcare plans administered by Blue Cross and Blue Shield of Georgia (Consumer Choice HSA, Comprehensive Care, and BlueChoice HMO).

In 2018, we will focus on educating and encouraging our employee and pre-65 retiree populations to use mail order and generic medications to help offset rising prescription drug costs.

### **ID Cards**

New ID cards will be mailed to employees who are switching plans, adding coverage, or adding dependents for 2018. As a reminder, employees and non-Medicare eligible retirees enrolled in a BCBSGa plan will not receive a separate card for their pharmacy benefit. Medical and pharmacy information is included on one card.

Pre-65 Medicare eligible retirees enrolled in the Comprehensive Care plan will receive a separate ID card for their enrollment in SilverScripts, the USG Medicare D pharmacy benefit.

### **2018 Healthcare Plan Premiums**

This year, premiums are increasing between 0% - 10% depending on plan enrollment and coverage tier.

### **USG Well-being Program**

Well-being programming is a major component in improving the health and well-being of our employees and campus communities. The USG system office in coordination with the Total Rewards Steering Committee (TRSC) well-being subcommittee will continue to provide direction, resources and support for well-being programming on the campuses.

In addition, the USG is in the process of selecting a new partner to work with campuses and faculty/staff to provide well-being and health promotion services. To support this important system-wide focus, a well-being incentive of up to \$100 will be offered to employees and spouses during the 2018 plan year. We are excited to begin this prevention-focused programming, along with our new Employee Assistance Program through ESPYR which began July 1, with the overarching goal of supporting

and promoting the comprehensive health and well-being of our employees and their families. More information will be available in the coming months.

### **New Decision Support Tools and Resources**

We will continue to encourage our employees to take advantage of the support tools and resources we provide during Open Enrollment and throughout the year. With the implementation of the OneUSG Connect - Benefits system, we will make additional tools available to our employees and retirees.

#### **New tools:**

- **Compare Coverage tool** – allows you to compare benefit option, coverage tier and cost by plan for both your current and future coverage
- **Health Cost Comparison Summary** – displays summarized out-of-pocket cost information for medical and prescription drug plans as well as annual premium contributions
- **Health Plan Comparison Charts** – allows you to compare key points pertaining to the different options of the health, dental and vision plans
- **HSA Contribution Calculator** – provides you the ability to estimate your needs for a HSA
- **Medical Expense Estimator** – allows you to see all of your expenses related to your health plan (i.e. out of pocket, claims, prescription, etc.) to assist you in choosing the option that is right for you
- **Provider Direct** – allows you to search for physicians/health providers and hospitals/facilities in the carrier's networks, including medical, dental and vision providers and facilities

#### **Current tools:**

- Current year claims cost information is available through Castlight for employees enrolled in the Consumer Choice HSA and Comprehensive Care plan members; employees can use this information as they assess their plan choices for 2018; throughout the year, the Castlight tool can help members find providers and compare costs
- Blue Cross and Blue Shield of Georgia Personal Health Nurses assist our employees with their long-term or serious health conditions and provide health coaching

#### **Lower Cost Care Options & Resources:**

We should continue to encourage and educate our employees on the lower-cost options we have available.

- LiveHealth Online
- CVS Minute Clinic
- 24-hour Nurse Line

### **2018 Voluntary Benefit Plans Information**

We are adding one new voluntary benefit program for active benefit eligible employees.

#### **New Voluntary Benefit plan:**

- **Purchasing Power** – a Georgia based company provides an online purchasing website with a buy now – pay over time through payroll deduction over 6 months to 12 months

Detailed information about this new program will be presented during the Open Enrollment Kick-off meetings next month.

If you would like to recommend a voluntary benefit plan for future consideration, please notify the system office. These requests should be directed to Lydia Lanier at [Lydia.Lanier@usg.edu](mailto:Lydia.Lanier@usg.edu).

#### **Dental Plan – Delta Dental**

- No changes to the plan benefits or premiums

#### **Vision Plan - EyeMed**

- One change to the plan benefits. Decrease in the Standard Contact Lens Fit and Follow-Up
- Member Cost: Up to \$40 (Up to \$55 in 2017). There will be an 8% increase in premiums in 2018

#### **Life Plan – Minnesota Life**

- No changes to plan benefit or premiums
- Employees will be allowed to increase 1x salary up to the lesser of 3x salary or \$500,000 without EOI. Spouse life requires Evidence of Insurability and Child Life does not require EOI
- We should always remind our employees and retirees to update their beneficiaries during open enrollment

#### **Short and Long Term Disability - MetLife**

- No changes to the plan benefits or premiums.

#### **Flexible Spending Accounts and Health Savings Accounts – Optum**

- No changes to the plan benefits or account fees
- Healthcare and Limited Purpose FSA annual contribution limit will increase from \$2,550 to \$2,600
- Health Savings Account individual annual contribution limit will increase from \$3,400 to \$3,450 and the family annual contribution limit will increase from \$6,750 to \$6,900. The HSA match will remain the same in 2018 with a maximum match limit of \$375 for individual and \$750 for family coverage

#### **LifeStyle Benefits – LifePerx**

- No changes to the packages offered. There will be a premium increase of \$0.48 to \$0.50 per package in 2018

#### **Accident (Voya), Critical Illness (Aflac), Hospital Indemnity (Voya), and Legal (LegalEASE) plans**

- No changes to plan benefits and premiums

#### **2018 Open Enrollment Communications**

The 2018 Comparison Guide will ship to your institution and begin arriving the week of September 18. We want you to have the Comparison Guides prior to the start of the Benefits Fair season beginning October 2. Please watch your email for updates on communication mailings to active employees and retirees. We will inform you when communication mailings are coming your way and include a copy of the communication. Please refer to the communications timeline that was sent out on August 7 for a listing of our communications and their timing. The USG Open Enrollment website will go live on October 2.

#### **2018 Open Enrollment Change Exceptions**

All 2018 Open Enrollment changes and enrollments must be completed during the Open Enrollment period from October 30 through November 10, 2017. Open Enrollment exceptions will not be allowed unless there is a system error or administrative error. An employee/retiree may change his/her tobacco use status at any time during the year and the change goes into effect the first of the next month.

#### **Affordable Care Act**

The University System of Georgia healthcare plan meets the affordability requirements under the Affordable Care Act. Therefore, generally, employees eligible for the USG healthcare plan will not be eligible for tax credits or subsidies in 2018 through the Health Insurance Marketplace created under the Affordable Care Act.

As a reminder, when you receive any ACA notices on your campus, please continue to upload the notices to the secure FTP server.

### **OneUSG Connect - Benefits System Programming and Testing**

With this year's open enrollment, we are excited that all USG employees and retirees will be able to enroll and/or make changes to their benefits in the new OneUSG Connect - Benefits website and by contacting the OneUSG Connect - Benefits Call Center. The University System office, Alight Solutions in conjunction with Shared Services and several institutions are working on updating the OneUSG Connect - Benefits system with the necessary changes in preparation for Open Enrollment. We will provide a demonstration of the system during the Open Enrollment Kickoff meetings. The Shared Services Center will be coordinating Open Enrollment user acceptance testing of the benefits system for all institutions.

### **FAQs for Actives and Retirees**

#### **Actives:**

#### **What are the changes for active employees to their healthcare coverage?**

All plans will have slight increases in premiums. Pharmacy out-of-pocket maximums have been increased for the Comprehensive Care and Blue Choice HMO plans. For the Comprehensive Care plan, employee and family out-of-pocket maximums for medical services have been increased to align with industry norms. For all plans, pharmacy programs will seek to manage the escalating costs of specialty drugs and encourage usage of generic drug options. Additionally, as required by a new state law, all plans will include a hearing aid benefit for children up to the age of 18.

The premium increases will depend on the plan and the coverage tier the employee is enrolled in. Employee only premium increases cap out at 4% and dependent tier premiums range from 1% to no more than 10%.

#### **Why were the changes made?**

The USG continues to aggressively manage rising healthcare costs while providing high quality, affordable and comprehensive health coverage. Both the employer and the employee are sharing in the increase of healthcare costs. The national trend anticipates annual cost increases of approximately 6.5%. In the aggregate, our plans are running slightly below trend and the USG and our employees/retirees benefit from those savings.

#### **Retirees:**

#### **Why did the retiree subsidy stay the same for 2018?**

The USG remains committed to providing healthcare coverage to its retirees. We also continue to aggressively manage rising healthcare costs while providing high quality, affordable and comprehensive health coverage. The USG sets the HRA contribution amount based on market information, forecasts and available coverage option pricing.

Currently, the HRA contribution provided by the Board of Regents covers the vast majority of supplemental insurance premiums, in most cases without any additional contribution from the retiree. Further, HRA balances do not expire and carry over year to year. The USG will continue to review and to analyze costs for our retirees, comparing them with national market trends and projections. Moving to a private healthcare exchange for retirees has allowed the USG to continue to provide comprehensive and sustainable health benefits for our current and future retirees.

**Appendix B**

**Board of Regents of the University System of Georgia  
2017/2018 Active Rates**

Monthly Rates	2017 Rates				2018 Rates			
	Employee	Employee + Child	Employee + Spouse	Family	Employee	Employee + Child	Employee+ Spouse	Family
<b>Employee</b>								
Consumer Choice HSA	\$74.00	\$139.48	\$162.72	\$224.70	\$75.12	\$153.46	\$179.04	\$247.24
Comprehensive Care	\$177.00	\$333.12	\$388.64	\$536.70	\$177.46	\$337.68	\$393.96	\$544.04
Blue HMO	\$195.04	\$365.58	\$426.50	\$589.00	\$200.62	\$379.36	\$442.60	\$611.20
Kaiser HMO	\$152.26	\$286.00	\$333.66	\$460.74	\$157.70	\$299.54	\$349.46	\$482.56
<b>Employer</b>								
Consumer Choice HSA	\$413.03	\$728.92	\$850.41	\$1,174.36	\$426.15	\$748.81	\$873.61	\$1,206.42
Comprehensive Care	\$413.03	\$728.92	\$850.41	\$1,174.36	\$426.15	\$748.81	\$873.61	\$1,206.42
Blue HMO	\$413.03	\$728.92	\$850.41	\$1,174.36	\$426.15	\$748.81	\$873.61	\$1,206.42
Kaiser HMO	\$332.92	\$587.32	\$685.20	\$946.16	\$352.28	\$618.42	\$721.48	\$996.20
<b>Total</b>								
Consumer Choice HSA	\$487.03	\$868.40	\$1,013.13	\$1,399.06	\$501.27	\$902.27	\$1,052.65	\$1,453.66
Comprehensive Care	\$590.03	\$1,062.04	\$1,239.05	\$1,711.06	\$603.61	\$1,086.49	\$1,267.57	\$1,750.46
Blue HMO	\$608.07	\$1,094.50	\$1,276.91	\$1,763.36	\$626.77	\$1,128.17	\$1,316.21	\$1,817.62
Kaiser HMO	\$485.18	\$873.32	\$1,018.86	\$1,406.90	\$509.98	\$917.96	\$1,070.94	\$1,478.76

Appendix C

Board of Regents of the University System of Georgia  
**2018 Retiree Tiers**

Non Medicare Coverage Tier	2018 Monthly Plan Costs			
	Consumer Choice HSA	Comprehensive Care	Blue HMO	Kaiser HMO
NonMedicare Retiree Only	\$75.12	\$177.46	\$200.62	\$157.70
Employer NonMedicare Retiree Only	\$426.15	\$426.15	\$426.15	\$352.28
<b>Total Rates</b>	<b>\$501.27</b>	<b>\$603.61</b>	<b>\$626.77</b>	<b>\$509.98</b>
NonMedicare Spouse Only	\$103.92	\$216.50	\$241.98	\$191.76
Employer NonMedicare Spouse Only	\$447.46	\$447.46	\$447.46	\$318.22
<b>Total Rates</b>	<b>\$551.38</b>	<b>\$663.96</b>	<b>\$689.44</b>	<b>\$509.98</b>
One Child only	\$78.34	\$160.22	\$178.74	\$141.84
Employer One Child only	\$322.66	\$322.66	\$322.66	\$266.14
<b>Total Rates</b>	<b>\$401.00</b>	<b>\$482.88</b>	<b>\$501.40</b>	<b>\$407.98</b>
Children only	\$156.68	\$320.44	\$357.48	\$283.68
Employer Children only	\$645.32	\$645.32	\$645.32	\$532.28
<b>Total Rates</b>	<b>\$802.00</b>	<b>\$965.76</b>	<b>\$1,002.80</b>	<b>\$815.96</b>
NonMedicare Retiree + 1 Child	\$153.48	\$337.68	\$379.36	\$299.54
Employer NonMedicare Retiree + 1 Child	\$748.81	\$748.81	\$748.81	\$618.42
<b>Total Rates</b>	<b>\$902.27</b>	<b>\$1,086.49</b>	<b>\$1,128.17</b>	<b>\$917.96</b>
NonMedicare Spouse + 1 Child	\$182.26	\$376.72	\$420.72	\$333.60
Employer NonMedicare Spouse + 1 Child	\$770.12	\$770.12	\$770.12	\$584.36
<b>Total Rates</b>	<b>\$952.38</b>	<b>\$1,146.84</b>	<b>\$1,190.84</b>	<b>\$917.96</b>
NonMedicare Retiree + NonMedicare Spouse	\$179.04	\$393.96	\$442.60	\$349.46
Employer NonMedicare Retiree + NonMedicare Spouse	\$873.61	\$873.61	\$873.61	\$721.48
<b>Total Rates</b>	<b>\$1,052.65</b>	<b>\$1,267.57</b>	<b>\$1,316.21</b>	<b>\$1,070.94</b>
Family (NonMedicare Retiree + NonMedicare Spouse + Child(ren))	\$247.24	\$544.04	\$611.20	\$482.56
Employer Family (NonMedicare Retiree + NonMedicare Spouse + Child(ren))	\$1,206.42	\$1,206.42	\$1,206.42	\$996.20
<b>Total Rates</b>	<b>\$1,453.66</b>	<b>\$1,750.46</b>	<b>\$1,817.62</b>	<b>\$1,478.76</b>
Family (NonMedicare Retiree + Child(ren))	\$247.24	\$544.04	\$611.20	\$482.56
Employer Family (NonMedicare Retiree + Child(ren))	\$1,206.42	\$1,206.42	\$1,206.42	\$996.20
<b>Total Rates</b>	<b>\$1,453.66</b>	<b>\$1,750.46</b>	<b>\$1,817.62</b>	<b>\$1,478.76</b>
Family (NonMedicare Spouse + (Child(ren)))	\$247.24	\$544.04	\$611.20	\$482.56
Employer Family (NonMedicare Spouse + (Child(ren)))	\$1,206.42	\$1,206.42	\$1,206.42	\$996.20
<b>Total Rates</b>	<b>\$1,453.66</b>	<b>\$1,750.46</b>	<b>\$1,817.62</b>	<b>\$1,478.76</b>

Appendix C (continued)

Board of Regents of the University System of Georgia  
**2018 Retiree Tiers**

Pre-65 Medicare Coverage Tier	2018 monthly Plan Costs			
	Consumer Choice HSA	Comprehensive Care	Blue HMO	Kaiser HMO
Pre-65 Medicare Retiree or Pre-65 Medicare Spouse Only or Medicare Child Only 26+	\$75.12	\$149.30	N/A	\$120.14
Employer Pre-65 Medicare Retiree or Pre-65 Medicare Spouse Only or Medicare Child Only 26+	\$426.15	\$454.31	N/A	\$389.84
<b>Total Rates</b>	<b>\$501.27</b>	<b>\$603.61</b>	<b>N/A</b>	<b>\$509.98</b>
Pre-65 Medicare Retiree or Pre-65 Medicare Spouse + 1 Child	\$153.46	\$309.52	N/A	\$261.98
Employer Pre-65 Medicare Retiree or Pre-65 Medicare Spouse + 1 Child	\$748.81	\$776.97	N/A	\$655.98
<b>Total Rates</b>	<b>\$902.27</b>	<b>\$1,086.49</b>	<b>N/A</b>	<b>\$917.96</b>
NonMedicare Retiree + Pre-65 Medicare Spouse	\$150.24	\$326.76	\$442.60	\$277.84
Employer NonMedicare Retiree + Pre-65 Medicare Spouse	\$902.41	\$940.81	\$873.61	\$793.10
<b>Total Rates</b>	<b>\$1,052.65</b>	<b>\$1,267.57</b>	<b>\$1,316.21</b>	<b>\$1,052.65</b>
Pre-65 Medicare Retiree + Pre-65 Medicare Spouse	\$150.24	\$298.60	N/A	\$240.28
Employer Pre-65 Medicare Retiree + Pre-65 Medicare Spouse	\$902.41	\$968.97	N/A	\$830.66
<b>Total Rates</b>	<b>\$1,052.65</b>	<b>\$1,267.57</b>	<b>N/A</b>	<b>\$1,070.94</b>
Pre-65 Medicare Retiree + NonMedicare Spouse	\$179.04	\$365.80	N/A	\$311.90
Employee Pre-65 Medicare Retiree + NonMedicare Spouse	\$873.61	\$901.77	N/A	\$759.04
<b>Total Rates</b>	<b>\$1,052.65</b>	<b>\$1,267.57</b>	<b>N/A</b>	<b>\$1,070.94</b>
Family (NonMedicare Retiree + Pre-65 Medicare Spouse + Child(ren))	\$228.58	\$486.98	\$611.20	\$419.68
Employer Family (NonMedicare Retiree + Pre-65 Medicare Spouse + Child(ren))	\$1,225.08	\$1,263.48	\$1,206.42	\$1,059.08
<b>Total Rates</b>	<b>\$1,453.66</b>	<b>\$1,750.46</b>	<b>\$1,817.62</b>	<b>\$1,478.76</b>
Family (Pre-65 Medicare Retiree + NonMedicare Spouse + Child(ren))	\$257.38	\$526.02	N/A	\$453.74
Employer Family (Pre-65 Medicare Retiree + NonMedicare Spouse + Child(ren))	\$1,196.28	\$1,224.44	N/A	\$1,025.02
<b>Total Rates</b>	<b>\$1,453.66</b>	<b>\$1,750.46</b>	<b>N/A</b>	<b>\$1,478.76</b>
Family (Pre-65 Medicare Retiree + Child(ren))	\$228.58	\$458.82	N/A	\$382.12
Employer Family (Pre-65 Medicare Retiree + Child(ren))	\$1,225.08	\$1,291.64	N/A	\$1,096.64
<b>Total Rates</b>	<b>\$1,453.66</b>	<b>\$1,750.46</b>	<b>N/A</b>	<b>\$1,478.76</b>
Family (Pre-65 Medicare Spouse + Child(ren))	\$228.58	\$458.82	N/A	\$382.12
Employer Family (Pre-65 Medicare Spouse + Child(ren))	\$1,225.08	\$1,291.64	N/A	\$1,096.64
<b>Total Rates</b>	<b>\$1,453.66</b>	<b>\$1,750.46</b>	<b>N/A</b>	<b>\$1,478.76</b>
Family (Pre-65 Medicare Retiree + Pre-65 Medicare Spouse + Child(ren))	\$228.58	\$458.82	N/A	\$382.12
Employer Family (Pre-65 Medicare Retiree + Pre-65 Medicare Spouse + Child(ren))	\$1,225.08	\$1,291.64	N/A	\$1,096.64
<b>Total Rates</b>	<b>\$1,453.66</b>	<b>\$1,750.46</b>	<b>N/A</b>	<b>\$1,478.76</b>