

# SUU MEMORANDUM

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**To:** All Faculty & Staff

**From:** A. Mitchell Bealer, Chair of the University Insurance Committee  
Human Resources

**Subject:** Health Insurance Updates for 2019-2020

**Date:** April 2, 2019

This memo addresses changes to the University's Health Insurance plans for 2019-20. These recommendations have been ratified by the President's Council.

After several years of historically good utilization rates, the 2018-19 plan year has experienced higher utilization rates. That combined with the anticipation of increasing medical, prescription, and dental costs the University will implement a premium increase on both the Traditional Medical Plan, the High Deductible Health Plan, and the Dental Plan in 2019-20. To help mitigate the impact of the rate increase there will also be a plan design change to the deductible amount for both medical plans. The approved budget from the State included funding to cover 4.35% of the increase to insurance costs (75% funded through state appropriations and 25% funded through tuition revenue). Campus administration added additional funding to bring the State and University funding to 9% with the balance of the premium increase being the responsibility of employees. Based on these actions, the following overall changes are being adopted for the 2019-20 plan year:

**1. Voluntary plan design changes:**

- a. Traditional Medical Deductibles: will change from \$500 individual / \$1,000 family in-network to \$1,000 individual / \$1,500 family in-network.
- b. HDHP Medical Deductibles: will change from \$1,500 individual / \$3,000 family in-network to \$1,750 individual / \$3,500 family in-network.

**2. Premium Changes (Medical):** The state and campus funding coupled with the plan design changes outlined above will result in the following employee-paid premium changes for the 2019-20 fiscal year (for all employees 0.75 FTE and above):

- a. Traditional Single: increase of \$8.50 per pay period to \$67.50 total premium per pay period
- b. Traditional Two-Party: increase of \$19.00 per pay period to \$153.00 total premium per pay period
- c. Traditional Family: increase of \$27.00 per pay period to \$220.00 total premium per pay period
- d. HDHP Single: increase of \$5.00 per pay period to \$28.50 (75% redistributed into the employee's HAS [21.40])
- e. HDHP Family: increase of \$13.00 per pay period to \$80.50 (75% redistributed to the employee's HSA [60.40])

Seed Funding for HDHP participants: New hires and existing traditional enrollees who opt for the HDHP during 2019-20 and meet HSA eligibility requirements will also receive up to a \$500 employer HSA contribution.

**3. Premium Changes (Dental):** There are no plan design changes for the dental plan. The following outlines the employee-paid premium changes for the 2019-20 fiscal year (for all employees 0.75 FTE and above):

- a. Single: increase of \$.40 per pay period to \$3.50 total premium per pay period
- b. Two-Party: increase of \$.70 per pay period to \$6.40 total premium per pay period
- c. Family: increase of \$1.20 per pay period to \$11.80 total premium per pay period

Please contact HR with any questions.