

# **University of Southern Indiana 2022 Insurance Renewal**

**Medical, Dental, Vision, Life, Disability, and  
Flexible Benefit Plans**

**November 4, 2021**

# Goals for 2022 Renewal

- Achieve low to moderate health cost increases and continue to adapt to expected changes due to health care reform
- Review and optimize medical plan design for improved future cost control and compliance while maintaining employee choice and competitive benefits
- Utilize quote process to obtain competitive and cost-effective vision coverage
- Initiate a competitive search for a new provider with a record of providing quality EAP services

# Medical Insured Population Trends

Population Comparison	Oct -20	Oct -21	% Change
Active Benefit Eligible Employees	962	918	(4.57)
Active Employees Insured	834	798	(4.31)
Retirees Insured	410	425	3.65
Total Insured	1244	1223	(1.68)

# Employee Participation by Medical Plan

Plan Participation Active Employees	Oct -20	Oct -21
Core PPO	596	551
HDHP with HSA	238	247
Total Insured	834	798
Waiving Medical	128	120
Total Ben Eligible Employees	962	918

# Background of Medical Renewal

- As of July 1, 2021, the University partners with National Financial Partners (NFP) for benefit consultant services
  - Founded in 1998, with 260+ offices across the United States
  - 5,600+ employees
  - 65,000+ clients
  - 100,000+ individual clients
  - Headquarters: New York, NY
  - Services:
    - Corporate Benefits
    - Property Casualty
    - Individual Solutions

# Outcome of Medical Renewal

- No plan design changes for active, except for a new HSA annual limit. The HSA annual limit will increase to \$3,650/individual coverage and \$7,300/family coverage due to IRS requirements
- As a result of ongoing efforts to control health care costs and continued benefit from a switch to a new prescription drug plan provider, CVS Caremark in 2019, 2022 premiums for Anthem Blue Access Core-PPO and Anthem High Deductible with Health Savings Account (HSA) for active employees will remain flat and see no increase

# Outcome of Medical Renewal

- Effective January 1, 2021, retirees 65 years of age or older were automatically enrolled into one of two UnitedHealthcare custom Group Medicare Advantage (PPO) plan designed exclusively for USI. The Group Medicare Advantage (PPO) plans are Medicare Advantage plans that delivers all the benefits of Original Medicare (Parts A and B), includes prescription drug coverage (Part D) and offers additional benefits and features. As a result of ongoing efforts to control health care costs as well as the elimination of administrative fees, 2022 premiums for the United Healthcare Buy-up and United Healthcare Core will see a rate decrease

# 2022 Status of Other Plans

- Change of vision carrier to Anthem Blue Vision provides an expanded network of providers and similar benefits, while premiums see a slight decrease (*vision premiums are fully paid by the employee*) and with a four-year rate guarantee
- Change of EAP provider from Deaconess Concern to The Standard. As a result, the per employee per month (PEPM) cost to the University will decrease from \$1.37 to \$.25.
- The dental plan, with vendor HRI (now Paramount Dental), will be in year two of an extended three-year agreement with a rate guarantee
- The Basic Life, Voluntary Life, Short Term Disability and Long- Term Disability insurance plans were renegotiated with The Standard. Premiums will vary based on age and coverage elected
- The University offers several voluntary benefits through Aflac including Critical Illness, Accident and Hospital Indemnity. These lines of coverage will see no premium increase in 2022, this is the last year of a three-year rate guarantee