To: All Full-Time Faculty and Staff

From: Carl Sorensen, Sr. Associate Vice President for Human Resources

RE: Open Enrollment for University Benefits

It is time again for you to review your benefit elections for the new year. The Open Enrollment period, October 30–November 10, is the one time during the year to make changes to many of your benefit elections.

The cost of health care continues to rise nationally at a rate of about 10% per year. The University is not immune to this trend. New, lifesaving technology and medications provide us with longer, higher quality lives but also increase the cost of care. In addition to the rising cost of health care, the University experienced higher-than-expected claims over the past 12 months starting when Anthem was our administrator and continuing into this year when Cigna became the administrator. Given the increase in health care costs and higher than expected claims activity, the University’s premium costs were projected to increase 9% for all employees.

It is important to remember that the University is self-insured which means we all share the costs of health care. The fees we pay our health insurance provider (Anthem or Cigna) are not based on the number of claims we generate or type of care received.

Our benefits team spent the summer developing alternatives to a 9% across-the-board premium increase for employees and the University. As a result of this work, and with valuable input from our University Benefits Committee, the High Deductible Health Plan premiums will increase 2.7% while the Traditional Plan premiums will increase 3.79%. With the exception of last year, when premiums did not increase, these increases are the smallest in 11 years. In order to reduce the premium increases, the University made some changes to each health insurance plan that will result in some employees paying slightly more when accessing non-preventative services as described below:

**Traditional Plan**

- A $500 deductible has been added to the Traditional Plan. **The out-of-pocket maximum has not changed.** This deductible applies only to non-preventative services, but does not include office visit copays.
- A 20% coinsurance for tier 3 medications ($200 max per prescription) has been added to the Traditional Plan. **The prescription out-of-pocket maximums have not changed.**
High Deductible Health Plan (HDHP)

- Employee only coverage will now have a premium cost, as it does in the Traditional Plan.
- A 10% coinsurance has been added to the High Deductible Health Plan. After reaching the $2,700 deductible, participants will pay 10% of the cost of care up to the $3,500 out of pocket maximum. **The out-of-pocket maximum for the High Deductible Health Plan has not changed.**
- A 20% coinsurance for tier 3 medications ($200 max per prescription) has been added to the High Deductible Plan.

In addition to these changes, UR Well Employee is launching a new incentive program for 2018 called MotivateMe. Employees who participate in the MotivateMe program are eligible to earn rewards throughout the year by participating in wellness programs and activities. Participants may access the program by downloading the myCigna Mobile App or going to mycigna.com. You are encouraged to attend one of the Open Enrollment Information sessions listed below to learn how you can earn up to $120 in rewards for your healthy behavior.

The changes above represent the first time since 2009 the University has made changes to the design of the Traditional Plan and the first time the High Deductible Health Plan has changed since its introduction in 2011. It was through the thoughtful input of the benefits committee and the work by everyone involved that we were able to balance the threat of rising premiums for all employees and the need to ensure that individuals are not over burdened by out-of-pocket costs.

The information you need to make the best health insurance decision for you and your family is available on the Human Resources Open Enrollment website. Cigna also has a pre-enrollment phone number specifically for UR employees to speak with a knowledgeable enrollment specialist to help you decide which plan is best for you. The number is 888-806-5042 and it is available 24 hours a day, 7 days a week. Finally, if you are not sure whom to call or what to ask, or if you have other questions about benefits or your employment, contact the HR Solution Center at URHR@richmond.edu or 289-8747 (URHR).

Three Open Enrollment Information Sessions have been scheduled to provide opportunities for you to learn more and ask questions:

- October 17 10:00–11:30 a.m. Weinstein Hall, Brown Alley Room
- October 18 2:00–3:30 p.m. Weinstein Hall, Brown Alley Room
- October 26 10:00–11:30 a.m. Weinstein Hall, Brown Alley Room

All of our benefit vendors will be on campus from 9 a.m.–4 p.m. at our Benefit Fairs on November 2, 8, and 10. Make sure you stop by on one of those days to speak one-on-one with vendors or a representative from Human Resources.

Once again, we will offer FREE flu shots for full-time faculty and staff and two FREE movie tickets when you complete a Biometric Screening and Health Risk Assessment (HRA).