What we will discuss today...

- Healthcare Plan
- Open Enrollment Changes
  - Healthcare & Pharmacy
- Well-being
- Espyr

- Staff Council Concerns
  - Benefit Increases
  - Bereavement time
  - Donating sick time
  - FLSA
  - Maternity/Paternity Leave
  - OneUSG
  - Raises (Policy 8.2.24)
  - Staff Morale
  - Staff vs. Faculty Equality
  - TAP issues
Healthcare Plan
# Total Rewards Steering Committee

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Max Burns</td>
<td>President</td>
<td>Gordon State College</td>
</tr>
<tr>
<td>Rebecca Carroll</td>
<td>Associate Vice President of Human Resources</td>
<td>Georgia Southern University</td>
</tr>
<tr>
<td>Dr. Phaedra Corso</td>
<td>UGA Foundation Professor of Human Health and Director of the Economic Evaluation Research Group, College of Public Health</td>
<td>University of Georgia</td>
</tr>
<tr>
<td>Dr. William Custer</td>
<td>Associate Professor and Director of Center for Health Services Research, J. Mack Robinson College of Business</td>
<td>Georgia State University</td>
</tr>
<tr>
<td>Tom Gausvik</td>
<td>Chief Human Resources Officer</td>
<td>Clayton State University</td>
</tr>
<tr>
<td>Margaret Wagner Dahl</td>
<td>Associate Vice President for Health IT Extension Services</td>
<td>Georgia Institute of Technology</td>
</tr>
<tr>
<td>Dr. Valerie Hepburn</td>
<td>Former President, USG Retiree</td>
<td>College of Coastal Georgia</td>
</tr>
<tr>
<td>Juan Jarrett</td>
<td>Associate Vice President for Human Resources</td>
<td>University of Georgia</td>
</tr>
<tr>
<td>Tony Wagner</td>
<td>Executive Vice President for Finance &amp; Administration and Chief Business Officer</td>
<td>Augusta University</td>
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Healthcare Plan Premiums

- How are premiums/plan design changes determined?
  - Self-insured plans – USG decides!
  - Utilization / inflation impacts – 6.5% medical; 12% pharmacy
  - Benchmarking to higher ed., large employer plans
  - State budget constraints
  - Balancing premiums increases with plan coverage changes
- Annual projected cost of the plan for 2018 - $541m; $15.9m increase over 2017
- Tools and resources to help employees
  - Castlight, personal health coaches, 24 hour nurse line, live health-on-line, future moms, CVS minute-clinics, free flu shots
- All of our responsibility to be wise with our resources!
LiveHealth On-line

- [https://www.livehealthonline.com/](https://www.livehealthonline.com/) - 24/7 access to doctor
Castlight

- For employees enrolled in the Consumer Choice HSA and the Comprehensive Care plans – search tool for healthcare cost and quality
  [https://my.castlighthealth.com/?key=board_of_regents_ga](https://my.castlighthealth.com/?key=board_of_regents_ga)
Healthcare and Pharmacy Plan Changes
2018 Healthcare Plan Changes

All Plans
- Add hearing aid coverage for covered children up to age 18,
- Up to $3,000 per year, per impaired ear

Comprehensive Care healthcare plan
- Increase to the in-network annual out-of-pocket maximums:
  • Single – from $1,250 to $1,500
  • Family (2 or more) - $2,500 to $3,000
2018 Pharmacy Plan Changes

- Comprehensive Care and BlueChoice HMO plans:
  - Increase to the pharmacy annual out-of-pocket maximums:
    - Out-of-pocket maximum tiers will increase by $150 per member
      - Employee: $1,100 to $1,250
      - Employee + Child: $2,200 to $2,500
      - Employee + Spouse: $2,200 to $2,500
      - Family: $3,300 to $3,750
2018 Pharmacy Plan Programs & Guidelines

Medications - Site of Care
  – Moving infused drugs from medical benefit to CVS pharmacy benefit
  – Moving to lower cost site to administer therapy
  – Employees with these medications will be notified

Brand/Generic Rules
  – Unless there is a medical necessity, an employee will pay difference in cost if use a brand name instead of a generic if a generic is available
## 2018 Healthcare Plan Premiums

<table>
<thead>
<tr>
<th>Tier</th>
<th>Consumer Choice HSA</th>
<th>Comprehensive Care</th>
<th>BlueChoice HMO</th>
<th>Kaiser (Fully Insured)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Employee Monthly Premium ($ Change from Current)</strong></td>
<td>$75 (+$1)</td>
<td>$177 (+$1)</td>
<td>$201 (+$6)</td>
<td>$158 (+5)</td>
</tr>
<tr>
<td><strong>Employee + Child</strong></td>
<td>$153 (+$14)</td>
<td>$338 (+$5)</td>
<td>$379 (+14)</td>
<td>$300 (+$14)</td>
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<tr>
<td><strong>Employee + Spouse</strong></td>
<td>$179 (+$16)</td>
<td>$394 (+$5)</td>
<td>$443 (+$16)</td>
<td>$349 (+$16)</td>
</tr>
<tr>
<td><strong>Family</strong></td>
<td>$247 (+$23)</td>
<td>$544 (+$7)</td>
<td>$611 (+$22)</td>
<td>$483 (+$22)</td>
</tr>
</tbody>
</table>
2018 ID Cards

- New ID cards will be mailed to our employees for:
  - New enrollees
  - Switching plans
  - Adding dependents

- New BCBSGa ID Look!
Retirement Benefits
Retiree Benefits

Q: Can a retiree add healthcare, dental, vision or life coverage after he/she retires?

A: No, the retiree must be enrolled at the time of retirement and cannot add these benefits after retirement

But what about a qualifying life event…
Retiree Benefits (cont.)

Life events do not apply to retirees who are not enrolled in coverage

There are only five qualifying events that a University System of Georgia institution may consider in granting a change in the level of healthcare coverage for a USG Pre-65 retiree who is enrolled in one of our healthcare plans.

Q: Can an employee add retiree benefits at the time of retirement?

A: No, the employee must be enrolled in the desired coverage prior to the retirement date in order to take it into retirement.
One USG Connect - Benefits

Employee and retirees have two new ways to make changes to their benefits:

- Online: OneUSG Connect - Benefits website
- By phone: OneUSG Connect - Benefits Call Center

Employees and retirees will use the new website to enroll in their 2018 benefits during Open Enrollment this year.

Reminder - enrollment is passive for 2018 with the exception of spending accounts.

And retirees can contact the call center for assistance with enrollment or questions. Hours of operation will be Monday – Friday, 8 AM to 5 PM, EST.
USG Well-being Video
2018 Well-being Incentive
Board of Regents Approved

- In 2018, Up to $100 well-being incentive for each employee and/or spouse enrolled in the USG healthcare plan who completes well-being activities
- Vendor Partner: Redbrick
ESPYR (EAP Program)
Website

Services

• 24/7 access to licensed mental health professionals
• Counseling
• Legal and Financial Consultations
• Identity Theft Recovery
• Child and Eldercare Resources
• Overall Wellness
• Webinars
• Supervisory Resources
• Resiliency App
• Legal/Financial Library

www.espyr.com
How to contact eap

You may contact the EAP:

(888) 960-3305

or

Request services securely at our web site:

www.espyr.com

Enter your company id/password

USGCARES
Staff Council Concerns
Leave and Benefits Increases

- Benefits Increases
- Bereavement time
- Donating sick time
- Maternity/Paternity Leave
  - Currently use annual leave accruals for maternity/paternity time off
  - Short-term disability provides maternity leave benefits
  - Considering change in sick leave policy
FLSA Update

- The USG continues to track the progress of a final decision from the Federal Wage and Hour Division of the Department of Labor along with any actions necessary for compliance.

- It remains uncertain how long it will take for a final ruling.

- Updates will be communicated to CHROs and published on the UGS FLSA Website located at [http://www.usg.edu/hr/flsa](http://www.usg.edu/hr/flsa)

- Pending a final resolution of changes to the regulations, all employees who were converted to non-exempt should continue to track their time until further notice.
BOR 8.2.24 Policy on Salary

- Each institution must establish a Compensation Plan
  - Developed in consultation with Institution’s CHRO and CBO
  - Approved by President or Designee
- Institutions may establish Incentive Compensation Plans - limited
  - Approved by USG Office of Fiscal Affairs and Human Resources
- Advanced Salary Adjustments
  - Cumulative fiscal year adjustments greater than or equal to ten percent above the percentage increase authorized in the Board’s annual salary and wage administration policy must be approved by the Chancellor
- USG employees shall be paid exclusively by the USG institution(s) from state appropriations and/or other appropriate fund sources held by the institution for work performed on behalf of their USG position.
- Guidance will be provided in the Human Resources Administrative Practice Manual
TAP Policy Proposal

- Two proposed revisions:
  - Allow employee to receive a waiver of the full Board approved tuition regardless of the mode of delivery (i.e. face-to-face, online, or a hybrid) for all TAP eligible programs
  - Expands TAP eligible programs to include all graduate programs with the exception of executive total cost programs, dental medical, pharmacy, veterinary and law
Questions?