

Open Enrollment Changes – 2025/2026

RFP Results

- Add new health plan option administered by University of Utah Health Plans
- Change pharmacy benefit administrator
- Change employee assistance program administrator

Anticipate these changes will help us provide better value to employees and lower costs

State of the Health Plan

- Anticipate health plan costs this plan year will be around \$283 million
- Projecting next plan year will be around \$332 million
- We're working with U Health and other leaders on population health efforts to try to slow increases as much as possible
- Thanks to Benefits Advisory Committee for brainstorming ways to balance increasing health plan costs with increasing financial demands on our employees

Health Plan Changes

- Hearing aid coverage for all health plan members
- Increase deductible by \$25/individual and \$50/family
- Increase out-of-pocket maximums by \$125/individual and \$250/family
- Increase office visit copay for U Health Extended providers by \$5

Health Plan Changes

- No changes to coinsurance amounts
- Increase RX deductible on Tiers 2-4 by \$5
- Increase minimum RX cost from \$3 to \$7

New Health Plan Option – Community Plan

- Administered by University of Utah Health Plans
- Employee can choose to move to that plan
- U Health Extended providers: copay is \$5 less and coinsurance is 5% less than Advantage Plan
- Other Network Providers: coinsurance is 10% more

Dental Coverage

- Regence will continue to administer dental coverage
- New Dental 4 Health Program
 - Health Plan members with certain medical conditions
 - Additional preventive care cleanings at no cost

Premium Rates

- Advantage Plan with ValueCare Network and Community Plan
 - Maximum increase is \$16.74 for family with medical and dental
- Advantage Plan with Participating Network
 - Maximum increase is \$29.44 for family with medical and dental
- Some will also be impacted by reduction of WellU credit changing from \$40 to \$25

New Employee Assistance Program Provider

- SupportLinc – effective July 1
- More digital options and ways for individuals to get help
- Trainings for supervisors
- Calls are answered by masters-level clinician
- Will provide follow-up to ensure a good fit
- HR will mass communicate just prior to July 1