



To: Participants in Elon University Health Insurance Plans

From: Kelli Shuman, Assoc VP for HR/Chief Human Resources Officer

Re: Changes in Health Insurance Plans for 2022

Elon University continues to offer comprehensive and competitive benefits to protect your family's physical, financial and emotional well-being. Based on prior employee surveys, we know that robust health insurance benefits are a primary concern for our community, particularly during these challenging times. As you know, the cost of health care has increased steadily, rising at a rate higher than the national inflation index. Pharmacy costs, especially, have increased dramatically over the past few years and this trend will continue.

What is Elon's Experience?

Elon has continued its commitment to providing highly competitive plans for employees and their families. Health care costs are a shared expense by both the employee and the institution. Over the years, the University has continued to fund a high percentage of the healthcare expenses and now contributes 70% of the cost on behalf of our faculty and staff.

Our healthcare costs for 2022 are projected to be in excess of \$18M with the University's increase in 2022 expected to be approximately \$1.8M.

What are the changes for 2022?

Despite these projected increases for 2022, the University recognizes the current challenges employees are facing. While we will need to increase contributions slightly to keep up with the healthcare increases, we are always looking for benefit enhancements that allow us to continue to meet our employees and their family's needs. **Therefore, beginning January 1st, we will start covering Acupuncture as part of the medical plan.** Due to the limited number of providers in-network with BCBS, we will cover out of network providers the same as in-network providers as outlined below:

Plan A

In-Network: \$55 copay
Out of Network: \$55 copay
Annual Maximum: \$500

Plan B

In-Network: \$40 copay
Out of Network: \$40 copay
Annual Maximum: \$500

Plan C

In-Network - Deductible, 70% coinsurance
Out of Network - Deductible, 70% coinsurance
Annual Maximum - \$500

Premium Changes for 2022

The University is minimizing the contribution changes for 2022 and is only increasing the contributions for each plan as outlined below:

Plan A: 3.5% increase for all coverage tiers

Plan B: 3.0% increase for all coverage tiers

Plan C: 3.5% increase for all coverage tiers

Dental Coverage for 2022

Delta Dental will continue to be the provider for 2022. We are pleased to announce that the annual maximum will be increasing from \$1,500 to \$1,650. In addition, the dental rates will be lowered by 2%.

Medical	<u>Monthly Employee Contributions</u>			
	2021	2022	\$ Increase	% Increase
Plan A				
Employee Only	\$152.09	\$157.41	\$5.32	3.5%
Employee + Spouse	\$417.71	\$432.33	\$14.62	3.5%
Employee + Child(ren)	\$367.97	\$380.85	\$12.88	3.5%
Employee + Family	\$497.27	\$514.67	\$17.40	3.5%
Plan B				
Employee Only	\$268.82	\$276.88	\$8.06	3%
Employee + Spouse	\$764.28	\$787.21	\$22.93	3%
Employee + Child(ren)	\$560.48	\$577.29	\$16.81	3%
Employee + Family	\$947.71	\$976.14	\$28.43	3%
Plan C (HSA)				
Employee Only	\$92.04	\$95.26	\$3.22	3.5%
Employee + Spouse	\$287.74	\$297.81	\$10.07	3.5%
Employee + Child(ren)	\$253.48	\$262.35	\$8.87	3.5%
Employee + Family	\$342.55	\$354.54	\$11.99	3.5%

Dental	Delta Dental	Delta Dental
	2021	2022
Monthly Rates		
Employee	\$43.71	\$42.84
Employee + Spouse	\$79.46	\$77.87
Employee + Child(ren)	\$108.40	\$106.23
Employee + Family	\$152.15	\$149.11
Annual Maximum	\$1,500.00	\$1,650.00

Please contact Stephanie Hicks or Stephanie Page in the Office of Human Resources at 336-278-5560 if you have any questions or concerns regarding the health plan changes for 2022.