



Office of the Associate Vice Chancellor and Chief Human Resources Officer

DATE: March 30, 2017
TO: Provost, Chancellor's Council, Deans, and Directors
FROM: Michelle Lamb Moone, Associate Vice Chancellor for Human Resources
RE: Important Changes to the 2018 State Health Plan

Hello UNCG Colleagues,

The [State Health Plan's Board of Trustees](#) has approved changes to the State Health Plan. The following benefit changes go into effect **January 1, 2018**:

- **Eliminating the Consumer-Directed Health Plan (CDHP)**
 - Health Reimbursement Accounts (HRA) will not rollover for use in 2018. The HRA funds will only be available for claims incurred in 2017.
- **Freezing dependent health care premiums through 2021**
 - Premiums for Employee + Family remain at the 2017 cost.
 - Premiums for Employee + Spouse increase 6.96%, and then freeze through 2021.
 - Premiums for Employee + Child(ren) increase 6.96%, and then freeze through 2021.
- **Reducing the wellness premium credit activities, and only keeping the Tobacco Attestation activity**
 - Tobacco Attestation will result in a \$60 reduction in monthly premiums.
- **Setting employee-only base premiums for the 70/30 Plan at \$25 per month, and for the 80/20 Plan at \$50 per month, after the Tobacco Attestation credit has applied**

For the 80/20 and 70/30 plans, no plan design changes have been proposed to date (co-pays, deductibles, etc.). To access State Health Plan Board of Trustee meeting materials, click [here](#).

Information Sessions

The HR Benefits Staff will conduct information sessions to explain these changes in detail and to address questions and concerns. The sessions will be held as follows:

- Mon 4/3/2017 School of Education - SOE Room 120 - 3 p.m. to 4 p.m.
- Wed 4/5/2017 School of Education - SOE Room 226 - 11:00 a.m. to 12:00 p.m.
- Thu 4/6/2017 School of Education - SOE Room 118 - 2 p.m. to 3 p.m.

Finally, as a reminder, health plan changes follow the calendar year as opposed to the academic year. Please direct questions to Emily Foust, Director of Benefits and Retirement Services at e_foust@uncg.edu or 336-256-0342.

Copy to: Franklin D. Gilliam, Jr., Chancellor
Andrea Hunter, Chair, Faculty Senate
Joshua Green, Co-Chair, Staff Senate
Staton Noel, Co-Chair, Staff Senate