Healthcare benefits are designed within the spirit of the following guiding principles:

- **OFFER**: competitive healthcare benefits to retain and recruit top talent
- **ENSURE**: that healthcare benefits are affordable and accessible to benefit eligible employees
- **MANAGE**: the university’s healthcare costs in an effective manner that aligns with industry standards and best practices
- **PROMOTE**: behaviors that will support a healthy workforce through wellness initiatives
- **EVALUATE**: complexities to safeguard administrative efficiencies
## Budget Expenditures

<table>
<thead>
<tr>
<th>Category</th>
<th>FY15</th>
<th>FY16</th>
<th>FY17</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical</td>
<td>$24M</td>
<td>$25M</td>
<td>$27M</td>
<td>42%</td>
</tr>
<tr>
<td>Retirement</td>
<td>$27M</td>
<td>$27M</td>
<td>$26M</td>
<td>44%</td>
</tr>
<tr>
<td>Other Benefits</td>
<td>$7M</td>
<td>$8M</td>
<td>$9M</td>
<td>14%</td>
</tr>
<tr>
<td><strong>Total Benefits</strong></td>
<td>$58M</td>
<td>$60M</td>
<td>$62M</td>
<td>100%</td>
</tr>
</tbody>
</table>

Benefits as a % of unrestricted budget: **18.4%**

*Reflects:*
- Medical expenses: $32M
- Employee Premiums ($5M)

Total: $27M
## Cost Share

### Medical Premiums

<table>
<thead>
<tr>
<th>Year</th>
<th>Employee Cost Share</th>
<th>WSU Cost Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td>13.8%</td>
<td>86.2%</td>
</tr>
<tr>
<td>2014</td>
<td>15.5%</td>
<td>84.5%</td>
</tr>
<tr>
<td>2015</td>
<td>16.2%</td>
<td>83.8%</td>
</tr>
<tr>
<td>2016*</td>
<td>16.0%</td>
<td>84.0%</td>
</tr>
</tbody>
</table>

**Target for 2018**: 20.0%  

*Although premiums increased 6%, total costs increased 7.4%, driving the ratio down.*

**Will transition to 20% employee cost share for 2018.**
Cost Drivers & Key Considerations

Benefits represent 18% of our total unrestricted budget, medical is the primary controllable cost.

Premiums will move to the previously targeted 20% average cost share.

The $2.9 million expected cost increase for 2018 cannot be absorbed by the university.

The PPO 90/10 plan has significantly cost more than the other two plans and continues to increase.

Significant increases in pharmacy can be attributed to the expansion of specialty drugs.

The university is working diligently to capture every opportunity for cost-reductions beyond those currently budgeted to increase the possibility of avoiding fiscal watch.
Open Enrollment

- The time of year our benefit programs renew and you can change your enrollment by adding or deleting plans.

Qualifying Event (QE)

- Events that allow benefit changes outside of open enrollment

QE Examples

- Birth
- Adoption
- Divorce
- Marriage
- Legal Separation
- Loss of Coverage

Legislation requires you to notify HR within 30 days of a QE to provide special enrollment rights
What’s Staying the Same?

• WSU continues to provide choice

• Healthcare Carriers
  • Medical - Anthem
  • Dental - Delta Dental
  • Vision - Vision Service Plan (VSP)
  • Health Savings Account - Fifth Third Bank
  • Flexible Spending Account - MycafeteriaPlan

• Castlight
  • Personalized tool to help you find the high-quality, affordable care you need
## Plan Changes – PPO 80/20

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>In-Network</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Deductible*</td>
<td>Single: $450</td>
<td>Single: $800</td>
</tr>
<tr>
<td></td>
<td>Family: $900</td>
<td>Family: $1,600</td>
</tr>
<tr>
<td>Out-of-Pocket Max*</td>
<td>Single: $2,500</td>
<td>Single: $4,000</td>
</tr>
<tr>
<td></td>
<td>Family: $5,000</td>
<td>Family: $8,000</td>
</tr>
<tr>
<td>Office Visit Copays</td>
<td>$20 Primary Care $35 Specialist</td>
<td>$20 Primary Care $35 Specialist</td>
</tr>
<tr>
<td>Rx Pharmacy-30 Day Supply</td>
<td>$10 20%, $50 Max</td>
<td>$10 20%, $50 Max</td>
</tr>
<tr>
<td></td>
<td>40%, $80 Max</td>
<td>40%, $80 Max</td>
</tr>
<tr>
<td></td>
<td>-</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rx Mail Order – 90 Day Supply</td>
<td>$25 20%, $125 Max</td>
<td>$25 20%, $125 Max</td>
</tr>
<tr>
<td></td>
<td>40%, $200 Max</td>
<td>40%, $200 Max</td>
</tr>
<tr>
<td></td>
<td>-</td>
<td>N/A</td>
</tr>
</tbody>
</table>

*The Family deductible & Out-of-Pocket Max applies to EE/CH, EE/SP and Family.

©HORAN 2017
PPO Plan – How it Works

Copays
Flat dollar amount paid for services:
- Primary Care Physician
- Specialist
- Urgent Care
- Emergency Room
- Pharmacy

Deductible
First dollar amount on co-insurance services
- Inpatient/Outpatient/Labs

Co-insurance
Percentage (80%) paid for services:
- Inpatient/Outpatient/Labs

Out-of-Pocket Maximum
Total Single / Family expenses for covered services per calendar year
<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Deductible</strong></td>
<td>Single: $2,000</td>
<td>Single: $2,000</td>
</tr>
<tr>
<td></td>
<td>Family: $4,000</td>
<td>Family: $4,000</td>
</tr>
<tr>
<td><strong>Coinsurance</strong></td>
<td>10%</td>
<td>10%</td>
</tr>
<tr>
<td><strong>Out-of-Pocket Max</strong></td>
<td>Single: $3,000</td>
<td>Single: $3,000</td>
</tr>
<tr>
<td></td>
<td>Family: $6,000</td>
<td>Family: $6,000</td>
</tr>
</tbody>
</table>

*The Family deductible & Out-of-Pocket Maximum applies to EE/CH, EE/SP and Family.
HDHP – How it Works

- **Deductible**
  - $2,000
- **Co-insurance**
  - 10% after Deductible

Out-of-Pocket Maximum: $3,000

- **Deductible**
  - $4,000
- **Co-insurance**
  - 10% after Deductible

Out-of-Pocket Maximum: $6,000
Health Savings Account (HSA)

- Employer contribution will decrease to 25% of the deductible
- Frequency of WSU employer deposits will change from quarterly to semi-annually – January 4\(^{th}\) and July 5\(^{th}\)

<table>
<thead>
<tr>
<th>Coverage</th>
<th>2017</th>
<th>Coverage</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee</td>
<td>$900</td>
<td>Employee + child</td>
<td>$1,000</td>
</tr>
<tr>
<td>Employee + 1</td>
<td>$1,800</td>
<td>Employee + spouse</td>
<td>$1,000</td>
</tr>
<tr>
<td>Employee + 2 or more</td>
<td>$1,800</td>
<td>Employee + Family</td>
<td>$1,000</td>
</tr>
<tr>
<td>Percent of Deductible</td>
<td>45%</td>
<td>Percent of Deductible</td>
<td>25%</td>
</tr>
</tbody>
</table>
Health Savings Account (HSA)

- IRS Guidelines apply to HSAs
- Accounts administered by 5/3rd Bank

**Employer Contributions**
- Automatically deposited into your HSA on a semi-annual basis

**Employee Contributions**
- Deducted from your paycheck on a pre-tax basis

**2017 IRS Maximum Contributions**

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$3,400</td>
<td>$3,450</td>
</tr>
<tr>
<td>Family</td>
<td>$6,750</td>
<td>$6,900</td>
</tr>
<tr>
<td>Catch-Up (age 55+)</td>
<td>$1,000</td>
<td>$1,000</td>
</tr>
</tbody>
</table>

Anthem Healthy Lifestyles program remains a resource to you and your dependents however; the related HSA employer contribution is no longer available 1/1/2018 due to duplication of university wellness program.
### Claim #1 (Patient #1 with Employee + Spouse Coverage)

<table>
<thead>
<tr>
<th>Claim Information</th>
<th>Plan Component</th>
<th>PPO 80/20</th>
<th>HDHP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outpatient Surgery Services</td>
<td>Copay</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>$2,790 (allowed amount &amp; average cost)</td>
<td>Deductible</td>
<td>$1,600</td>
<td>$2,790</td>
</tr>
<tr>
<td></td>
<td>Coinsurance</td>
<td>$238 (20% of $1,190)</td>
<td>$0</td>
</tr>
<tr>
<td>Patient Total</td>
<td></td>
<td>$1,838</td>
<td>$2,790</td>
</tr>
<tr>
<td>WSU Plan Total</td>
<td></td>
<td>$952</td>
<td>$0</td>
</tr>
</tbody>
</table>

### Claim #2 (Patient #2 with Employee + Spouse Coverage)

<table>
<thead>
<tr>
<th>Claim Information</th>
<th>Plan Component</th>
<th>PPO 80/20</th>
<th>HDHP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inpatient Surgery</td>
<td>Copay</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>$17,300 (allowed amount &amp; average cost)</td>
<td>Deductible</td>
<td>$0</td>
<td>$1,210 (remaining Family Ded)</td>
</tr>
<tr>
<td></td>
<td>Coinsurance</td>
<td>$3,460 (20% of $17,300)</td>
<td>$1,609 (10% of $16,090)</td>
</tr>
<tr>
<td>Patient Total</td>
<td></td>
<td>$3,460</td>
<td>$2,819</td>
</tr>
<tr>
<td>WSU Plan Total</td>
<td></td>
<td>$13,840</td>
<td>$14,481</td>
</tr>
</tbody>
</table>

**Total for 2 Claims**

<table>
<thead>
<tr>
<th></th>
<th>PPO 80/20</th>
<th>HDHP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Patient Total</td>
<td>$5,298</td>
<td>$5,609</td>
</tr>
<tr>
<td>WSU Plan Total</td>
<td>$15,352</td>
<td>$14,481</td>
</tr>
</tbody>
</table>
# 2018 Pharmacy Coverage

<table>
<thead>
<tr>
<th></th>
<th>Retail – Max 30 Day Supply</th>
<th>Mail Order – Max 90 Day Supply</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tier 1 (Generic)</td>
<td>$10</td>
<td>Tier 1 (Generic)</td>
</tr>
<tr>
<td>Tier 2 (Brand Formulary)</td>
<td>20%, $50 Max</td>
<td>Tier 2 (Brand Formulary)</td>
</tr>
<tr>
<td>Tier 3 (Non Formulary)</td>
<td>40%, $80 Max</td>
<td>Tier 3 (Non Formulary)</td>
</tr>
<tr>
<td>Tier 4 (Specialty)</td>
<td>25%, $200 Max</td>
<td>Tier 4 (Specialty)</td>
</tr>
</tbody>
</table>

HDHP member pays 100% of Anthem negotiated amount for Rx up to the deductible and then pays 10% of the Rx cost until the out-of-pocket is met.
## Pharmacy Cost Comparison

<table>
<thead>
<tr>
<th>RETAILER</th>
<th>Generic Actos, 30 mg (pioglitazone)</th>
<th>Generic Cymbalta, 20 mg (duloxetine)</th>
<th>Generic Lipitor, 20 mg (atorvastatin)</th>
<th>Generic Plavix, 75 mg (clopidogrel)</th>
<th>Generic Singular, 10 mg (montelukast)</th>
<th>TOTAL PRICE</th>
</tr>
</thead>
<tbody>
<tr>
<td>HealthWarehouse.com</td>
<td>$14</td>
<td>$35</td>
<td>$11</td>
<td>$9</td>
<td>$15</td>
<td>$83</td>
</tr>
<tr>
<td>Costco (2)</td>
<td>$18</td>
<td>$44</td>
<td>$18</td>
<td>$16</td>
<td>$21</td>
<td>$136</td>
</tr>
<tr>
<td>Independents (3)</td>
<td>$25</td>
<td>$49</td>
<td>$19</td>
<td>$17</td>
<td>$25</td>
<td>$136</td>
</tr>
<tr>
<td>Sam’s Club (2)</td>
<td>$96</td>
<td>$11</td>
<td>$30</td>
<td>$29</td>
<td>$27</td>
<td>$27</td>
</tr>
<tr>
<td>Target</td>
<td>$66</td>
<td>$160</td>
<td>$30</td>
<td>$30</td>
<td>$30</td>
<td>$31</td>
</tr>
<tr>
<td>Walmart</td>
<td>$140</td>
<td>$118</td>
<td>$30</td>
<td>$30</td>
<td>$35</td>
<td>$352</td>
</tr>
<tr>
<td>Kmart</td>
<td>$180</td>
<td>$220</td>
<td>$73</td>
<td>$30</td>
<td>$56</td>
<td>$568</td>
</tr>
<tr>
<td>Grocery Stores (3)</td>
<td>$140</td>
<td>$182</td>
<td>$66</td>
<td>$90</td>
<td>$83</td>
<td>$561</td>
</tr>
<tr>
<td>Walgreens</td>
<td>$167</td>
<td>$220</td>
<td>$64</td>
<td>$65</td>
<td>$87</td>
<td>$603</td>
</tr>
<tr>
<td>Rite Aid</td>
<td>$255</td>
<td>$170</td>
<td>$127</td>
<td>$130</td>
<td>$144</td>
<td>$827</td>
</tr>
<tr>
<td>CVS</td>
<td>$235</td>
<td>$191</td>
<td>$146</td>
<td>$150</td>
<td>$133</td>
<td>$855</td>
</tr>
</tbody>
</table>

For walk-in stores, average price for one-month supply. 2 Nonmember, nondiscounted prices. With a Sam's Club membership, prices could be up to 40 percent less, and some drugs are free for members in certain states. 3 Prices in parentheses are the range across sampled stores.

*Free for Sam’s Club members.
**Some Sam’s Club stores also quoted prices as high as $167.
Vision Service Plan (VSP) Enhancements

• VSP Vision Care Provider Network
  • More provider choices as of January 1, 2018
    • VSP Doctors
    • Participating Retail Chains
    • Out-of-Network Providers

• TruHearing Hearing Aid Discount Program
  • Save up to 60% on the latest brand-name hearing aid
    • 3 Provider Visits for fitting and adjustments
    • A 45-day trial
    • 3-Year manufacturer warranty for repairs & 1-time loss & damage replacement
    • 48 free batteries per hearing aid
Tax Savings Accounts

FSA Healthcare
Enrolled in PPO Plans or waived coverage

Health Savings Account
Must enroll in HDHP

FSA Dependent Day Care
Open to anyone
Healthcare Flexible Spending Account (FSA)

- Available for members who waive or elect PPO
- Contributions made 1/1/18 – 12/31/18
- The following list contains many, but not all, qualified medical expenses for the FSA
  - Ambulance service
  - Artificial limbs and teeth
  - Body scan
  - Chiropractor
  - COBRA premiums
  - Contact lenses and supplies
  - Diagnostic services
  - Eye exams
  - Eyeglasses
  - Hospital services
  - Long term care premiums
  - Orthodontia
  - Prescriptions
  - Psychiatric care
  - Special education
  - Therapy
  - Transplants
  - X-rays

• Reminders:
  • Money in available 1/1/18
  • $500 healthcare account balance carryover to next plan year
  • Reimbursements processed weekly by MyCafeteriaPlan
Dependent Care FSA

• Pre-tax dollars for eligible dependent daycare expenses incurred during the 2018 plan year

• Money is available as you contribute to the account

• **Daycare for dependents under the age of 13 and living in your household for more than 50% of the year**
  • Care for your spouse and/or your dependents who, for physical or mental reasons, cannot care for themselves
  • After school program fees, except for overnight activities
  • Contributions are made 1/1/18 – 12/31/18

• Benefits are use it or lose it – no carryover
The following list contains many, but not all, qualified medical expenses for which HSA dollars can be used:

- Annual physical exams
- Ambulance service
- Artificial limbs and teeth
- Body scan
- Chiropractor
- COBRA premiums
- Contact lenses and supplies
- Diagnostic services
- Eye exams
- Eyeglasses
- Hospital services
- Long term care insurance premiums
- Orthodontia
- Prescription medications
- Psychiatric care
- Special education
- Therapy
- Transplants
- X-rays

HSA dollars cannot be used for over-the-counter drug expenses unless you have a doctor’s prescription.
Who is Ineligible to participate in an HSA?

- In accordance with IRS guidelines, the following will make you ineligible for HSA:
  - An employee enrolled in Medicare
  - Any employee who is currently receiving VA/TriCare benefits
  - An employee claimed on another person’s tax return
  - Any employee (or employee’s spouse) who is currently enrolled in a Healthcare FSA

In Step 5 of the Online Enrollment, you will be prompted to certify your eligibility for a HSA.
What happens if I misuse my HSA?

• Employees are individually responsible for account management
• IRS Audits & Penalties
• 20% excise tax
• Income taxes applied
Plan Comparison Tool

**Step 1:** Make selections regarding Enrollment Tier and Salary Tier

**Enrollment Tier:**

What tier are you enrolling in (Click drop down)?

What is your salary tier (Click drop down)?

- Single
- Employee + Spouse
- Employee + Children

Based on HORAN’s cost assumptions and your expected utilization, the HSA has the lowest projected total cost. This accounts for the employer’s contributions to the H.S.A.
Future Actions - To reduce Your Medical Costs

Improve or maintain your personal health
Join the Wright State University employee Wellness Program – living WELL

Minimize your out-of-pocket expenses and at the same time be a good consumer of the university’s healthcare spend
Take full advantage of Castlight

Fully utilize Anthem’s offerings
Be aware of their available savings and programs
living WELL Employee Wellness Program

• Goals of living WELL Employee Wellness Program
  • Improve and maintain our health & well-being
  • Enhance our vitality and productivity
  • Facilitate engagement in health behaviors as part of a healthy lifestyle and effective use of health care benefits
  • Help reduce health care costs for all
  • Create a culture of wellness

• General Approach
  • Awareness: Understand health risks and needs, and related solutions
  • Motivation: Discover passions in life and their relation to health
  • Skills: Build efficacy and mastery in relation to setting and achieving health behavior goals
  • Opportunity: Access to programs and environmental support of health behaviors
    • WSU implemented Tobacco-Free Campus July 1st!
  • Evaluation: De-identified, aggregate data to develop programs and evaluate success

• Current Programs
  • Health Promotion Presentations: Financial Well-being, Nutrition, Breast Cancer, Sports Medicine
  • Tobacco Cessation, Weight Watchers, Meditation, Group Lifestyle Balance, Tai Chi Easy
  • Employee Health & Wellness Center 111 Medical Sciences
  • Check website: www.wright.edu/employee-wellness

• Coming Soon
  • 2018 program enrollment starting January & February. Information coming in December.
  • Includes completing online Personal Health Assessment and Biometrics (onsite or with PCP)
Tobacco-Free Campus 2018

- Wright State became tobacco free on July 1
- Joining over 1,400 other colleges and universities in the U.S. to do so
- Window clings went up on outside doors of university buildings
- Large street signs installed near roads and walkways on WSU owned property
- All cigarette butt urns removed
- Numerous communications of initiative: emails, posters, articles, website, social media, orientation materials
- 8 cessation classes offered at Dayton & Lake campuses since early 2016
- Policy implementation resources available on website: [www.wright.edu/tobaccofree](http://www.wright.edu/tobaccofree)
Castlight – Make the most of your health

Understand your benefits

Manage your costs

Find care

Mobile App

Find your prescriptions in Castlight

Visit www.mycastlight.com/wrightstate
It takes two steps to get started:

www.mycastlight.com/wrightstate
Find the care you need, based on good reviews and affordable prices.

1. Type what you're looking for — a doctor's name or specialty, lab test, hospital, condition — it all works.

2. See results by quality, cost, and location.

   **Lopez, Justine D., MD**
   Family Medicine
   Star Network | In-Network
   277 N Jackson Ave
   San Jose, CA 95116 (21 mi)
   Estimated price: $30
   You pay 100%

   (4.6)

3. Compare options and make the best choice for you and your family.

4. Search from anywhere with the Castlight mobile app.
Cost Comparison

MRI of the abdomen without dye

- WrightCare
  - Estimated price: $141 - $340
  - Wright State University pays: $216 - $304
  - You pay: $304

- Proscan Imaging Mason
  - Estimated price: $520
  - Wright State University pays: $216
  - You pay: $304

- Dayton Childrens Hospital
  - Estimated price: $2,306
  - Wright State University pays: $1,645
  - You pay: $661
Cost Comparison

Lab – Basic Metabolic Panel

- Miami Valley Hospital Lab
  - Estimated price: $0
  - Wright State University pays: $3
  - You pay: $0

- GMH Urgent Care
  - Estimated price: $2 - $5
  - Wright State University pays: $2 - $5
  - You pay: $0

- The Medical Center at Elizabeth Place
  - Estimated price: $139
  - Wright State University pays: $139
  - You pay: $0

- Clinton Memorial Hospital
  - Estimated price: $87
  - Wright State University pays: $87
  - You pay: $0
Cost Comparison

Prescriptions
Anthem Resources & Programs

- LiveHealth Online
- 24/7 NurseLine
- Future Moms
- Condition Care / Complex Care
- Mobile App

Special Offers:
- Family & Home
- Fitness & Health
- Vision, Hearing & Dental
Online Open Enrollment

Wright State believes it is important for you to take the time to understand your healthcare options and select the coverage that best suits your needs and budget.

**Online Open Enrollment**
- All benefit eligible employees **MUST** elect to continue, change, enroll or waive coverage
- Online system available via WINGS Express from **Oct. 30 through Nov. 14**
- $50 Late Enrollment Fee if election is after **Nov 14**.

**Your online election is a 5 Step Process:**
- **Step 1:** View & print your current 2017 benefits
- **Step 2:** Verify and/or add new dependents (enter/verify SSNs)
- **Step 3:** Choose your 2018 healthcare elections or Waive coverage
- **Step 4:** Link your dependents to your 2018 healthcare elections
- **Step 5:** Submit & print your 2018 Benefits Summary
  - HDHP participants will be prompted to certify your eligibility for a HSA
  - Review your elections and confirm they are correct
  - If correct, click the “SUBMIT” button to finalize your elections
  - **You will receive a confirmation email, please save for your records**
Paper Enrollment

• **Supplemental Life Insurance**
  • For Employees
    • Term Life or Group Universal Life
    • Guarantee issue of 1 times your annual base pay (during Open Enrollment ONLY)
  • For Dependents
    • Dependent Life
    • Spouse/Registered Domestic Partner or Child
  • During open enrollment you can enroll, increase, decrease or terminate coverage
  • Paperwork available on HR website and must be submitted no later than **Nov 14**.
  • No paperwork is required to continue existing coverage

• **Short-Term Disability**
  • During open enrollment you can enroll or terminate coverage
  • If enrolling:
    • A medical questionnaire must by completed and submitted to UNUM by **Nov 14**.
    • An enrollment form must be completed and submitted to **HR by Nov 14**.
  • No paperwork is required to continue existing coverage
What if I have questions?

HORAN’s Engagement Team
Phone: 1-844-694-6726
or
engagement@horanassoc.com

• Questions regarding 2018 Plan Options
• Benefit/Coverage Questions
• Claims
  • Calls to insurance carrier or physician will require:
    • Date of birth
    • Social Security Number or Insurance ID
    • Date of Service
    • HIPAA release form