

Fringe Benefit Committee Report 3/23/2022

In late February, three third-party network carriers participated in finalist interviews with the HR team and others from administration. Following the interviews, Human Resources met with the Fringe Benefits Committee (FBC) (Faculty Senate and Staff Advisory Committee) to review the results of the interviews and discuss medical plan options. The university is evaluating several medical plan options on the basis of three primary criteria: financial impact, network options, and member disruption.

Currently, the BlueCross BlueShield medical plan offers a two-tier plan: in-network and out-of-network. In addition to this design, the university is exploring a three-tiered network and a high-deductible plan.

- In a three-tiered network, tier-one would include Atrium Health Wake Forest Baptist, tier-two would include other in-network local providers (including Novant and Duke), and tier-three would include out-of-network providers.
- In a high deductible health plan, enrolled members and employers are able to contribute to a health savings account to help pay for covered medical and prescription drug expenses. Members have to meet their annual deductible, before the plan begins to pay for covered medical and prescription drug expenses. This option is being considered for 2023 or in subsequent years. (The high deductible plan is very different than typical insurance so we all feel that it will require some time to adequately educate and explain this type of plan).

In preparation for the Board of Trustees meeting in late April, Human Resources will meet with FBC again to review the third-party network carrier and medical plan designs for the 2023 plan year. The university anticipates announcing the medical plan carrier finalist for the 2023 plan year in early May.

Human Resources wants to know about questions and concerns as we move forward. They will continue to update the [2023 Medical Plan Transition](#) webpage and communicate these updates to campus in the Updates from Human Resources newsletter as more information becomes available. Submit your questions about this process to HR using [this form](#). Answers to frequently asked questions will be included on the webpage and weekly communications.