



THE UNIVERSITY of
MISSISSIPPI

DEPARTMENT OF HUMAN RESOURCES
108 Howry Hall, University, MS 38677
Phone: (662) 915-1518 Fax: (662) 915-3351

Summary of Benefit Changes Effective: January 1, 2019

State & School Employees' Health Insurance Plan

Deductibles with both the Select Coverage and Base Coverage will remain unchanged for plan year 2019.

The Plan will implement the following benefit changes for calendar year 2019. Information about the following changes will be included in the State Health Plan's quarterly newsletter which will be mailed to participants.

- **Premium Rate Increase**

Participants will experience a 3% premium rate increase.

Premiums Effective January 1, 2019

Legacy Employees

Coverage	Select Coverage Option		Base Coverage Option	
	Legacy Monthly Premiums		Legacy Monthly Premiums	
	12-month	9-month	12-Month	9-Month
*Employee	\$ 20.00	\$ 26.68	\$0	\$0
Employee & Spouse	\$476.00	\$634.68	\$401.00	\$534.68
Employee & 1 Child	\$180.00	\$240.00	\$104.00	\$138.68
Employee & Children (2 or more)	\$341.00	\$454.68	\$266.00	\$354.68
Employee, Spouse, & Children	\$686.00	\$914.68	\$611.00	\$814.68

*The University pays \$367.00 for employee only coverage

Horizon Employees

Coverage	Select Coverage Option		Base Coverage Option	
	Horizon Monthly Premiums		Horizon Monthly Premiums	
	12-month	9-month	12-Month	9-Month
*Employee	\$ 39.00	\$ 52.00	\$0	\$0
Employee & Spouse	\$495.00	\$660.00	\$401.00	\$534.68
Employee & 1 Child	\$199.00	\$265.34	\$104.00	\$138.68
Employee & Children (2 or more)	\$360.00	\$480.00	\$266.00	\$354.68
Employee, Spouse, & Children	\$705.00	\$940.00	\$611.00	\$814.68

*The University pays \$367.00 for employee only coverage.

Legacy Employees – All current UM employees hired prior to January 1, 2006 **OR** new employees hired on or after January 1, 2006 who have been employed full-time by any State of Mississippi agency covered by the Plan (such as a community/junior college, public library, public school district, other State agency or university).

Horizon Employees – Any employees initially hired by any State of Mississippi agency on or after January 1, 2006.

- **Telemedicine**

Behavioral health services will be available via telemedicine. Participants must satisfy the applicable calendar year deductible before coinsurance benefits are available for both Base and Select coverage options.

- **Vaccinations**

In accordance with the Centers for Disease Prevention and Control's (CDC), the shingles vaccine, Shingrix, will be available for participants age 50 and older.

- **Rehabilitation Therapy**

Currently, cognitive rehabilitation services are excluded from the Plan. Research indicates mental health illnesses, such as, depression, anxiety disorders and phobias, and rehabilitation after traumatic brain injuries can be effectively treated with cognitive rehabilitation. Effective January 1st, this benefit will be covered by the Plan.

- **Weight Management Program**

Currently, pre- and post-bariatric surgery is covered only when the member participates in the Plan's weight management program. With the new year, program participation is no longer required to receive the bariatric surgery benefit. The Plan encourages members to participate in what will be a voluntary weight management program.

- **Wellness/Preventive Benefits**

Wellness/preventive benefits are being enhanced to include limited weight management services rendered by participating providers in the Obesity Treatment Network. Communication will be distributed in 2019 as providers join the Network.

As recommended by the United States Preventive Services Task Force (USPSTF), the Plan will no longer cover vitamin D as a wellness/preventive benefit.