

From: Office of the President [PRES] <presidentsoffice@iastate.edu>
Sent: Monday, September 26, 2022 2:28 PM
Subject: Health Care Premium Rate Changes for 2023 - memo from Pres. Wintersteen, SVP Paris and VP Darr

Importance: High

IOWA STATE UNIVERSITY
OF SCIENCE AND TECHNOLOGY

Office of the President
1750 Beardshear Hall
515 Morrill Road
Ames, Iowa 50011-2103

September 26, 2022

Dear Iowa State University faculty and staff,

The university will be implementing changes to employee health care premiums as part of a previously announced multi-year plan to address the increasing costs of Iowa State's health care program. As a self-insured employer, our ability to maintain a sustainable health insurance plan depends on adequate premium income to cover rising expenses.

To address this challenge, the Employee Benefits Advisory Committee carefully reviewed Iowa State's annual premium income and the cost of our self-insured health care program. As advised by the committee, the university will increase premium rates for 2023, effective January 1.

The new monthly PPO and HMO employee contributions are shown below.

New Medical/Rx Plan Monthly Premiums
(Beginning January 1, 2023)

Tier of Coverage	BluePPO	BlueHMO
Yourselves Only	\$49.00	\$29.00
Yourselves + Spouse/Partner	\$298.00	\$152.00
Yourselves + Children	\$221.00	\$100.00
Yourselves + Family	\$382.00	\$193.00
Family Double Spouse (contract holder pays)	\$270.00	\$129.00

We thank the advisory committee for its review and appreciate the input on this decision.

Providing an exceptional health care program to our employees continues to be a priority. Iowa State University will continue to pay nearly 90% of the overall health care costs of the plan. We are proud to note employee premium contributions will still fall far below the national average of \$1,299 per year for employer-sponsored single coverage and \$5,969 per year for employer-sponsored family coverage. As health care costs continue to increase, the Employee Benefits Advisory Committee will evaluate the need for necessary adjustments and the university will work to minimize the impact to employees.

University Human Resources will release additional details about these new changes through webinars, video recordings and other electronic communications in anticipation of open enrollment that begins November 1, 2022, for the 2023 plan year. If you have questions about open enrollment, please contact

benefits@iastate.edu. If you have questions regarding the rates noted above, please contact Fringe Benefits at fbac@iastate.edu.

Sincerely,

Wendy Wintersteen
President

Heather Paris
Interim Senior Vice President for
Operations and Finance

Kristi Darr
Vice President for University
Human Resources

This message was sent to all faculty and staff at Iowa State University and is available online at [Office of the President communications](#).