



JANET LAWSON
DIRECTOR

COMMONWEALTH OF VIRGINIA
Department Of Human Resource Management

James Monroe Building
101 N. 14th Street, 12th Floor
Richmond, Virginia 23219
Tel: (804) 225-2131
(TTY) 711

April 15, 2023

The Honorable Stephen Cummings, Secretary of Finance
The Honorable Ali Ahmad, Policy Director
The Honorable Jeff Goettman, Chief of Staff
The Honorable Margaret McDermid, Secretary of Administration

Subject: Changes in premiums, benefits, carriers, and provider networks for the 2023-2024 Plan Year

The attached report is pursuant to Item 86, A of the 2023 General Session, Virginia Acts of Assembly.

Please contact me if there are any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Gary Johnston", with a large, sweeping flourish extending to the right.

Gary Johnston
Director, Office of Health Benefits

CC: Janet Lawson, Agency Director, DHRM

Changes in Premiums, Benefits,
Carriers, and Provider Networks For
Plan Year 2023-2024

April 15, 2023

Background

Pursuant to Item 83, A of Chapter 56, 2023 General Session, Virginia Acts of Assembly, this report details the changes to the state employee health benefits program involving premiums, benefits, carriers, or provider networks schedule affecting the 2023-2024 Plan Year.

Premium Changes

Based on an actuarial review and projection of claims trends conducted by our consultants (Aon Consulting), we proposed an average 4.1% increase in total premiums for the 2023-2024 plan year. Attached is a side-by-side comparison of current monthly premiums and proposed monthly premiums, which demonstrates a change of -\$1.00 (COVA HDHP) per month up to \$13.00 (COVA Care Out-of-Network) per month for employees. This is lower than the national trend of 7% average premium increase across all industries.

We are pleased to announce minimal changes to the plan designs and provider networks as indicated below (all implemented to enhance benefits to participants). There are no changes to carriers for the 2023-2024 plan year. Current health insurance plans include:

COVA Care

Anthem currently administers and will continue to administer medical, prescription (Carelon), behavioral health, Wellness and Employee Assistance Program (EAP) benefits, including the associated networks. Delta Dental will administer the dental benefits and the dental provider network. The following changes will be implemented 7/1/23:

- Formulary Drug Program
- LiveHealth Online - Dermatology
- Diabetes Prevention Program
- In-home Addiction Treatment (IHAT)

COVA HDHP (High Deductible Health Plan)

Anthem currently administers and will continue to administer medical, prescription (Carelon), behavioral health, Wellness and Employee Assistance Program (EAP) benefits, including the associated networks. Delta Dental will administer the dental benefits and the dental provider network. The following changes will be implemented 7/1/23:

- Formulary Drug Program
- LiveHealth Online - Dermatology
- Diabetes Prevention Program
- In-home Addiction Treatment (IHAT)

COVA HealthAware

Aetna currently administers and will continue to administer medical, behavioral health, Employee Assistance program (EAP) and the Health Reimbursement Arrangement (HRA). Prescription coverage will continue through Carelon, and Delta Dental will administer the dental benefits and the dental provider network. The following changes will be implemented 7/1/23:

- Formulary Drug Program
- Teledoc - Dermatology
- Minute Clinic

Kaiser Permanente HMO (Health Maintenance Organization)

This is a regional plan that services mostly Northern Virginia, and includes medical, prescription, behavioral health, dental and Employee Assistance Program (EAP). The state has no control over the plan design because this is a fully insured plan. There are no changes planned for the 2023-2024 plan year.

Optima Health Vantage HMO

This is a regional plan that primarily services the Tidewater/Hampton Roads area, and includes medical, prescription, behavioral health, dental and Employee Assistance Program (EAP). The state has no control over the plan design because this is a fully insured plan. There are no changes planned for the 2023-2024 plan year.

TRICARE Voluntary Supplement

The TRICARE Voluntary Supplement is offered to employees who are eligible for government-sponsored TRICARE health insurance. There are no changes to the supplemental plan.

Flexible Spending Accounts (FSA)

The healthcare FSA limit has been increased to \$3,050 based on IRS limits. This is an increase over the current limit of \$2,850 per year. The dependent care FSA limit remains unchanged at \$5,000.



COMMONWEALTH OF VIRGINIA STATE HEALTH BENEFITS PROGRAM

PROPOSED 2023 – 2024 EMPLOYEE MONTHLY PREMIUMS

HEALTH CARE PLANS		2022-2023 PREMIUMS			PROPOSED 2023-2024 PREMIUMS		
		You Only	You Plus One	You Plus Two or More	You Only	You Plus One	You Plus Two or More
COVA Care	Employee Pays	\$94	\$217	\$295	\$97	\$224	\$306
	State Pays	\$709	\$1,268	\$1,859	\$738	\$1,320	\$1,935
	Total Premium	\$803	\$1,485	\$2,154	\$835	\$1,544	\$2,241
COVA Care + Out-of-Network	Employee Pays	\$113	\$251	\$346	\$117	\$260	\$359
	State Pays	\$709	\$1,268	\$1,859	\$738	\$1,320	\$1,935
	Total Premium	\$822	\$1,519	\$2,205	\$855	\$1,580	\$2,294
COVA Care + Expanded Dental	Employee Pays	\$128	\$280	\$387	\$130	\$285	\$395
	State Pays	\$709	\$1,268	\$1,859	\$738	\$1,320	\$1,935
	Total Premium	\$837	\$1,548	\$2,246	\$868	\$1,605	\$2,330
COVA Care + Out-of-Network + Expanded Dental	Employee Pays	\$147	\$314	\$438	\$150	\$321	\$448
	State Pays	\$709	\$1,268	\$1,859	\$738	\$1,320	\$1,935
	Total Premium	\$856	\$1,582	\$2,297	\$888	\$1,641	\$2,383
COVA Care + Expanded Dental + Vision & Hearing	Employee Pays	\$148	\$316	\$440	\$150	\$321	\$448
	State Pays	\$709	\$1,268	\$1,859	\$738	\$1,320	\$1,935
	Total Premium	\$857	\$1,584	\$2,299	\$888	\$1,641	\$2,383
COVA Care + Out-of-Network + Expanded Dental + Vision & Hearing	Employee Pays	\$166	\$350	\$490	\$170	\$357	\$500
	State Pays	\$709	\$1,268	\$1,859	\$738	\$1,320	\$1,935
	Total Premium	\$875	\$1,618	\$2,349	\$908	\$1,677	\$2,435
COVA HealthAware	Employee Pays	\$17	\$52	\$53	\$17	\$53	\$54
	State Pays	\$695	\$1,268	\$1,856	\$723	\$1,320	\$1,932
	Total Premium	\$712	\$1,320	\$1,909	\$740	\$1,373	\$1,986
COVA HealthAware + Expanded Dental	Employee Pays	\$49	\$111	\$139	\$49	\$112	\$140
	State Pays	\$695	\$1,268	\$1,856	\$723	\$1,320	\$1,932
	Total Premium	\$744	\$1,379	\$1,995	\$772	\$1,432	\$2,072
COVA HealthAware + Expanded Dental & Vision	Employee Pays	\$60	\$132	\$169	\$60	\$133	\$170
	State Pays	\$695	\$1,268	\$1,856	\$723	\$1,320	\$1,932
	Total Premium	\$755	\$1,400	\$2,025	\$783	\$1,453	\$2,102
COVA HDHP	Employee Pays	\$0	\$0	\$0	\$0	\$0	\$0
	State Pays	\$602	\$1,120	\$1,637	\$626	\$1,166	\$1,704
	Total Premium	\$602	\$1,120	\$1,637	\$626	\$1,166	\$1,704
COVA HDHP + Expanded Dental	Employee Pays	\$33	\$61	\$89	\$33	\$60	\$88
	State Pays	\$602	\$1,120	\$1,637	\$626	\$1,166	\$1,704
	Total Premium	\$635	\$1,181	\$1,726	\$659	\$1,226	\$1,792
Kaiser Permanente HMO (available primarily in Northern Virginia)	Employee Pays	\$77	\$183	\$261	\$80	\$190	\$272
	State Pays	\$675	\$1,199	\$1,753	\$737	\$1,311	\$1,916
	Total Premium	\$752	\$1,382	\$2,014	\$817	\$1,501	\$2,188
Optima Health Vanatge HMO + Expanded Dental & Vision (Hampton Roads area)	Employee Pays	\$77	\$183	\$261	\$80	\$190	\$272
	State Pays	\$705	\$1,264	\$1,834	\$733	\$1,315	\$1,907
	Total Premium	\$782	\$1,447	\$2,095	\$813	\$1,505	\$2,179
TRICARE Voluntary Supplement*	Total Premium	\$61	\$120	\$161	\$61	\$120	\$161

* Washington State Residents contact Office of Health Benefits for Washington State mandated TRICARE premium amount