There was 5% enrollment in the HDHP (Basic Plan). Enrollment in the Value Plan increased to 30% (up from 8% in 2008) and the Choice Plan decreased to 65% (down from 92% in 2008). Value premium rates have held steady over the past seven years while the Choice premium has seen increases. Rates are being held steady again in 2015 to encourage continued participation in wellness programs.

The Pathfinder group is University peers and the Hewitt Health Value Initiative is 472 organizations in Hewitt’s database. This graph shows the employee costs for both premiums and out-of-pockets. Overall, UVA employees pay less than comparison groups.

Current UVA employer share is 82%, highest of all comparison groups. The UVA premium "cost share" of 80% employer continues to be our target. Plan changes in 2016, and forward, are designed to move employer share closer to target.

High dollar claims now represent 19% of the total medical claims and increased 30% from 2013 to 2014. Employee share of premiums held steady over 5 years. Both employee and employer share of premiums for UVa are consistently below the Commonwealth of Virginia’s plan for all state employees.

Though BMI and Waist Circumference had a slight increase from 2013 to 2014, Blood Pressure and Cholesterol numbers were improved with a 5% reduction in Diastolic Blood Pressure Readings.

At the Biometric screenings, employees who were identified to have exceeded critical health values (Systolic Blood Pressure > 160mmHg, Diastolic Blood Pressure> 100mmHg, or Resting Blood Glucose >150mg/dl, or <70mg/dl) were identified by nurses and referred appropriately. They also received a follow-up call. *Due to significant decrease in employees identified above critical values, biometric screenings will only occur every other year.

8/31/2015