

**DRAFT MINUTES OF THE MEETING OF THE  
BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA  
Atlanta, Georgia  
August 10, 2016**

**CALL TO ORDER**

The Board of Regents of the University System of Georgia met on Wednesday, Aug. 10, 2016, in the Board Room, Room 8003, 270 Washington Street SW, Atlanta, Georgia. The Chair of the Board, Regent Kessel D. Stelling, Jr., called the meeting to order at approximately 9:00 a.m. Present, in addition to Chair Stelling, were Vice Chair C. Thomas Hopkins, Jr.; and Regents C. Dean Alford; W. Paul Bowers; Larry R. Ellis; Rutledge A. Griffin, Jr.; James M. Hull; Donald M. Leebern, Jr.; Laura Marsh; Doreen Stiles Poitevint; Neil L. Pruitt, Jr.; Sachin Shailendra; E. Scott Smith; Benjamin J. Tarbutton, III; Richard L. Tucker; T. Rogers Wade; and Larry Walker. Regents Don L. Waters and Philip A. Wilheit, Sr. were excused.

**EXECUTIVE SESSION**

At approximately 9:01 a.m., Chair Stelling called for an executive session for the purpose of discussing personnel and compensation matters. With motion properly made and unanimously seconded, the Regents voted unanimously to go into executive session. University System of Georgia staff members who were also present for portions of the executive session included Chancellor Huckaby and members of his staff. An affidavit regarding this executive session is on file with the Office of the Secretary to the Board. Chair Stelling reconvened the Board meeting in its regular session at approximately 9:30 a.m., and announced that no actions were taken during the executive session. The full Board of Regents was reconvened around 9:35 a.m.

**INVOCATION AND PLEDGE**

Kennesaw State University Student Government Association President Victoria Brock gave the invocation and led the Pledge of Allegiance.

**SAFETY BRIEFING**

Chief of Police Bruce Holmes gave the safety briefing.

**APPROVAL OF MINUTES**

With motion made and variously seconded, the Regents who were present voted unanimously to approve the minutes of the Board's May 14, 2016, meeting.

**SPECIAL RECOGNITIONS**

At approximately 9:38 a.m., Chair Stelling took opportunity to thank former Regent Lori Durden for her service, and offer congratulations for her acceding to the position of President of Ogeechee Technical College. President Durden expressed gratitude to the Board and system staff for their work. Student leaders in attendance presented President Durden with a gift for her service. Chair Stelling also took opportunity to welcome Regent Laura Marsh

Chair Stelling also welcomed several new institution leaders: Valdosta State University Interim President Kelli Brown; Bainbridge State College Interim President Stuart Rayfield; Georgia Southern University President Jaimie Hebert; South Georgia State College Interim President Ingrid Thompson-Sellers; and Kennesaw State University Interim President Houston Davis. An audio recording of Chair Stelling's remarks is on file with, and available for inspection in, the Office of the Secretary to the Board.

**CHANCELLOR'S REPORT**

Chancellor Henry M. Huckaby gave his report at approximately 9:49 a.m. Chancellor Huckaby shared with the Board that the Campus Safety & Security Committee's report and findings had been delivered to all institution public safety chiefs, to implement the recommendations and analyze the committee's data. The Chancellor expressed gratitude to Gov. Nathan Deal for vetoing HB859, the so-called "campus carry" bill, which would have allowed guns to be carried in all but a few buildings on University System campuses. Chancellor Huckaby

welcomed Dr. Micheal Crafton as Interim Executive Vice Chancellor for Academic Affairs. He touted USG athletes that would compete in the 2016 Rio Olympics, from Augusta State University, the Georgia Institute of Technology, the University of Georgia and Valdosta State University. Last in his report came Chancellor Huckaby's announcement that he will retire as Chancellor effective Dec. 31, 2016. He expressed gratitude to the Board and his staff for their achievements and at times difficult choices, and adhering to the mission set before them. An audio recording of Chancellor Huckaby's remarks is on file with, and available for inspection in, the Office of the Secretary to the Board.

### **THREE-MINUTE THESIS (3MT)**

At approximately 10:07 a.m., Vice Chancellor for Strategic Planning Shelley Nickel introduced Ms. Tara Bracken and Mr. Rishi Masalia, both University of Georgia doctoral candidates and competitors in the Three-Minute Thesis competition, in which students explain their research to non-specialist audiences in that span of time. Ms. Sutton and Mr. Fialka presented their research to the Board and those assembled; copies of their presentations, and recordings of their remarks, are on file with, and available for inspection in, the Office of the Secretary to the Board.

### **COMMITTEE ON PERSONNEL & BENEFITS**

Regent James Hull introduced Vice Chancellor for Human Resources Marion Federick for the Committee on Personnel & Benefits at approximately 10:37 a.m. Ms. Federick presented information on recent Fair Labor Standards Act changes and their impact on University System campuses.

With motion made and variously seconded, the Board approved healthcare plan changes and premiums for plan year 2017 as presented and shown in Appendices A-B, attached hereto, and to become effective Jan. 1, 2017; and 2017 Medicare eligible retiree healthcare contributions as presented and shown in Appendix C, attached hereto, to become effective Jan. 1, 2017. An audio recording of Ms. Federick's remarks are on record with, and available for inspection in, the Office of the Secretary to the Board

### **ITS STRATEGY UPDATE**

Vice Chancellor for Information Technology Services provided the Board with an update on its strategy at approximately 1:06 p.m. Dr. Laurine noted a push for incorporation of STEM (science, technology, engineering and math) initiatives into all areas of study. He also remarked that technology will become more integrated into students' daily lives, culminating perhaps in a "magic band," a wearable item that will serve as a single point of reference, access and agency for students, e.g. their meal card, student identification and building access pass. An audio recording of Dr. Laurine's remarks are on record with, and available for inspection in, the Office of the Secretary to the Board.

### **COMMITTEE ON ECONOMIC DEVELOPMENT**

Regent W. Paul Bowers introduced Vice Chancellor for Economic Development Mark Lytle for the Committee on Economic Development at approximately 1:21 p.m. An audio recording of Dr. Lytle's remarks is on record with, and available for inspection in, the Office of the Secretary to the Board.

### **COMMITTEE REPORTS**

Reports of the standing committees are attached hereto.

### **UNFINISHED BUSINESS**

There was none.

### **NEW BUSINESS**

Regent C. Thomas Hopkins, Jr., expressed concern for possible narcotics overdoses on campuses and among students. He said he would like to see institutions better equipped to respond to such incidents, and asked that Chancellor Henry M. Huckaby begin exploring options.

## PETITIONS AND COMMUNICATIONS

The next Board of Regents meeting will be Oct. 12, 2016, in Atlanta.

## EXECUTIVE SESSION

At approximately 2:09 p.m., Chair Stelling called for an executive session for the purpose of discussing personnel and compensation matters. With motion properly made and unanimously seconded, the Regents voted unanimously to go into executive session. University System of Georgia staff members who were also present for portions of the executive session included Chancellor Huckaby and members of his staff. An affidavit regarding this executive session is on file with the Office of the Secretary to the Board. Chair Stelling reconvened the Board meeting in its regular session at approximately 3:45 p.m., and announced that no actions were taken during the executive session.

With motion made and variously seconded, the Regents present approved accepting Chancellor Henry M. Huckaby's retirement as Chancellor, effective Dec. 31, 2016; and approved appointing Executive Vice Chancellor for Administration Steve Wrigley as Interim Chancellor, effective Jan. 1, 2017.

## ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at approximately 3:50 p.m. Wednesday, Aug. 10, 2016.



Kessel D. Stelling, Jr.  
Chair, Board of Regents  
University System of Georgia



Samuel C. Burch  
Secretary, Board of Regents  
University System of Georgia

## **MINUTES OF THE MEETING OF THE EXECUTIVE AND COMPENSATION COMMITTEE**

The Executive and Compensation Committee of the Board of Regents of the University System of Georgia met on Wednesday, May 25, 2016, by telephone and in Room 8026 of the Board's offices, 270 Washington St. SW, in Atlanta, Georgia. The Chair of the Board, Regent Kessel D. Stelling, Jr., called the meeting to order at approximately 1:30 p.m. Present, in addition to Chair Stelling, were Vice Chair C. Thomas Hopkins, Jr.; and Regents Donald M. Leebern, Jr.; Richard L. Tucker; and Philip A. Wilheit, Sr. Regents Larry R. Ellis and Neil L. Pruitt, Jr., were excused.

### **EXECUTIVE SESSION**

At approximately 1:32 p.m., Chair Stelling called for an executive session to discuss personnel matters. With motion made and variously seconded, the Regents who were present voted unanimously to go into executive session. An affidavit regarding this executive session is on file in the Office of the Secretary to the Board.

Chair Stelling reconvened the committee in its regular session at approximately 2:03 p.m. and announced that the committee took no actions during executive session.

### **ADJOURNMENT**

There being no further business to come before the committee, the meeting adjourned at approximately 2:04 p.m. on Wednesday, May 25, 2016.

## **MINUTES OF THE MEETING OF THE COMMITTEE ON ACADEMIC AFFAIRS**

The Committee on Academic Affairs met at approximately 10:56 a.m. Wednesday, Aug. 10, 2016, in Room 7007 of the Board's offices, 270 Washington Street, S. W., Atlanta, Georgia. Committee Vice Chair Doreen Poitevint called the meeting to order. Committee members in attendance, in addition to Vice Chair Poitevint, were Regents C. Dean Alford; W. Paul Bowers; Rutledge Griffin, Jr.; Laura Marsh; E. Scott Smith; and T. Rogers Wade. Board Vice Chair C. Thomas Hopkins, Jr., also was present. Unless otherwise noted, all items below were unanimously approved.

1. The Board approved a change to Dalton State College's mission statement.
2. The Board approved establishment of a Master of Science with a major in Information Security Management at Augusta University.
3. The Board approved establishment of a Bachelor of Business Administration with a major in Supply Chain and Logistics Management at Fort Valley State University.
4. The Board approved establishment of a Master of Science in Athletic Training at Georgia College & State University.
5. The Board approved establishment of a Master of Education with a major in Teaching Culturally and Linguistically Diverse Students at Georgia Southern University.
6. The Board approved establishment of a joint Master of Science/Doctor of Philosophy with a major in Translational Biomedical Sciences at Georgia State University.
7. The Board approved establishment of a Bachelor of Business Administration with a major in Entrepreneurship at Kennesaw State University.
8. The Board approved establishment of a Bachelor of Science with a major in Atmospheric Sciences at the University of Georgia.
9. The Board approved establishment of a Bachelor of Arts with a major in Strategic and Security Studies at the University of North Georgia.
10. The Board approved establishment of a Master of Science with a major in Exercise Physiology at Valdosta State University.
11. The Board endorsed an Associate of Science in Criminal Justice offered by Coastal Pines Technical College to articulate with the College of Coastal Georgia.
12. The committee reviewed several policies for possible revision.
13. The Board approved substantive changes to the following degrees at the respective institutions:
  - a. Columbus State University – Master of Arts in Teaching with a major in Special Education
  - b. Georgia College & State University – Master of Arts in Teaching with a major in Special Education; Master of Education with a major in Education; Specialist in Education with a major in Education
  - c. Georgia State University – Master of Art Education; Master of Science with a major in Risk Management and Insurance

- d. Georgia Southern University – Master of Education with a major in Teaching and Learning
  - e. Kennesaw State University – Master of Business Administration
  - f. University of Georgia – Seven majors under the Specialist in Education Degree; Bachelor of Arts with a major in Chinese Language and Literature; Bachelor of Arts with a major in Japanese Language and Literature; Master of Animal and Dairy Science; Bachelor of Arts with a major in Classical Languages and the Bachelor of Arts with a major in Classical Culture; Four Programs Offered through the College of Veterinary Medicine
  - g. Valdosta State University – Master of Arts in Teaching
14. The Board approved termination of the Associate of Science in Clinical Laboratory Technology at the College of Coastal Georgia.
  15. The Board approved termination of the Associate of Science in Polysomnographic Technology and separately, the Associate of Science in Human Services Technology at Darton State College.
  16. The Board approved termination of 23 academic programs at Georgia Southwestern State University.
  17. The Board approved termination of the Master of Education with a major in Middle Level Education at Georgia State University.
  18. The Board approved termination of the Associate of Science in Nursing at the University of North Georgia.
  19. The Board approved termination of eight academic programs at the University of Georgia.
  20. The committee tabled a presentation on 2015-2016 academic program activities, lacking time.

#### **ADJOURNMENT**

There being no further business to come before the committee, the meeting was adjourned at approximately 11:54 a.m. on Wednesday, Aug. 10, 2016.

## **MINUTES OF THE MEETING OF THE COMMITTEE ON ORGANIZATION & LAW**

The Committee on Organization & Law met at approximately 11:57 a.m. Wednesday, Aug. 10, 2016, in Room 7007 of the Board's offices, 270 Washington Street, S.W., Atlanta, Georgia. Committee Chair Larry Ellis called the meeting to order. Committee members in attendance, in addition to Chair Ellis, were Regents C. Dean Alford; W. Paul Bowers; Lori Durden; Rutledge A. Griffin, Jr.; Laura Marsh; Doreen Stiles Poitevint; E. Scott Smith; and T. Rogers Wade. Board Vice Chair C. Thomas Hopkins, Jr., also was present. Unless noted otherwise, all items below were unanimously approved.

1. The Board approved a request from Georgia Institute of Technology President G.P. "Bud" Peterson to award an honorary degree to Mr. John Burson.
2. The Board approved five University System of Georgia institutions to engage in mutually beneficial emergency management services with city and county response agencies.

### **EXECUTIVE SESSION**

At approximately 12:01 p.m., Chair Ellis called for an executive session for the purpose of discussing personnel matters and student records. With motion properly made and seconded, the Regents who were present voted unanimously to go into executive session. An affidavit regarding this executive session is on file in the Office of the Secretary to the Board.

Chair Ellis reconvened the committee in its regular session at approximately 12:10 p.m. and announced that no actions were taken during executive session.

### **ADJOURNMENT**

There being no further business to come before the committee, the meeting was adjourned at approximately 12:10 p.m. on Wednesday, Aug. 10, 2016.

## **MINUTES OF THE MEETING OF THE COMMITTEE ON INTERNAL AUDIT & COMPLIANCE**

The Committee on Internal Audit and Compliance of the Board of Regents of the University System of Georgia met at approximately 11:00 a.m. on Wednesday, August 10, in Room 7007 of the Board's offices, 270 Washington St. SW, in Atlanta, Georgia. Committee Chair Don L. Waters called the meeting to order. Present, in addition to Chair Waters, were Regents James M. Hull; Donald M. Leebern, Jr.; Neil L. Pruitt, Jr.; Sachin Shailendra; Benjamin J. Tarbutton; III; Richard L. Tucker; and Larry Walker. Board Chair Kessel D. Stelling, Jr. and Vice Chair C. Thomas Hopkins, Jr. also were present. Unless noted otherwise, all items below were unanimously approved.

1. Vice Chancellor for Internal Audit & Compliance John Fuchko, III, delivered an update on recently completed audits.
2. The Board approved addition of Policy 12.9 Programs Serving Minors, attached hereto as Appendix E.
3. The Board approved revisions to the Committee on Internal Audit, Risk, and Compliance Charter, defining the purpose, authority, and responsibility of the Committee's role in overseeing internal audit, enterprise risk management, and compliance and ethics activities.
4. The Board approved revisions to the Compliance and Ethics Charter, defining the purpose, authority, and responsibility of the University System of Georgia compliance and ethics function.
5. The Board approved revisions to the Internal Audit Charter, defining the purpose, authority, and responsibility of the University System of Georgia internal audit function.

### **ADJOURNMENT**

There being no further business to come before the committee, the meeting was adjourned at approximately 11:10 a.m. on Wednesday, August 10, 2016.



## **MINUTES OF THE MEETING OF THE COMMITTEE ON REAL ESTATE & FACILITIES**

The Committee on Real Estate & Facilities of the Board of Regents of the University System of Georgia met at approximately 11:11 a.m. on Wednesday, Aug. 10, in Room 7007 of the Board's offices, 270 Washington St. SW, in Atlanta, Georgia. Committee Chair Sachin Shailendra called the meeting to order. Present, in addition to Chair Shailendra, were Regents James M. Hull; Donald M. Leebern, Jr.; Neil L. Pruitt, Jr.; Benjamin J. Tarbutton, III; Richard L. Tucker; and Larry Walker. Board Chair Kessel D. Stelling, Jr. and Vice Chair C. Thomas Hopkins, Jr. also were present. Unless noted otherwise, all items below were unanimously approved.

1. Associate Vice Chancellor for Facilities Sandra Neuse informed the Board of action taken by the Chancellor, under his delegated authority, to modify the budget for project number J-269, Biology Building Renovation and Expansion, at the University of West Georgia.
2. Associate Vice Chancellor Neuse presented an update on a soil remediation project at the former Augusta Golf and Gardens site for Augusta University.
3. The Board authorized project number BR-10-1701, Science Hill-South Chilled Water Loop Infrastructure Piping, at the University of Georgia.
4. The Board authorized project number BR-10-1702, Renovation of Soccer Grandstands and Press Box, at the University of Georgia.
5. The Board authorized project number BR-30-1701, Cell Manufacturing Facility, at the Georgia Institute of Technology.
6. The Board authorized project number BR-30-1702, Partial Renovation of Savant Building, at the Georgia Institute of Technology.
7. The Board approved the rankings of construction management firms for project number BR-30-1607, Campus Safety Facility, at the Georgia Institute of Technology. Should it not be possible to execute a contract with the top-ranked firm, staff will then attempt to negotiate and execute a contract with the other listed firms in rank order.

Number of firms that applied for this commission: 8

Recommended firms in rank order:

1. AJAX Building Corporation of Georgia, Alpharetta
  2. Turner Construction Company, Atlanta
  3. Balfour Beatty Construction, LLC, Atlanta
8. The Board approved the rankings of program management firms for project number J-295, Academic Building C Phase 4, at Georgia Gwinnett College. Should it not be possible to execute a contract with the top-ranked firm, staff will then attempt to negotiate and execute a contract with the other listed firms in rank order.

Number of firms that applied for this commission: 9

Recommended firms in rank order:

1. Gleeds USA, Inc., Atlanta
2. Silverman Construction Program Management Inc., Atlanta
3. Collins Project Management, Inc., Norcross

9. The Board approved the rankings of program management firms for project number J-296, Academic Learning Center, at Kennesaw State University. Should it not be possible to execute a contract with the top-ranked firm, staff will then attempt to negotiate and execute a contract with the other listed firms in rank order.

Number of firms that applied for this commission: 10

Recommended firms in rank order:

1. BDR Partners, LLC, Atlanta
2. Jacobs Project Management Co., Atlanta
3. Gleeds USA, Inc., Atlanta

10. The Board approved the rankings of program management firms for project number J-299, Memorial Hall Additions & Renovations, at Dalton State College. Should it not be possible to execute a contract with the top-ranked firm, staff will then attempt to negotiate and execute a contract with the other listed firm.

Number of firms that applied for this commission: 10

Recommended firms in rank order:

1. Hendessi & Associates, LLC, Atlanta
2. Silverman Construction Program Management, Inc., Atlanta

11. The Board approved a ground lease and rental agreement for Wildcat Commons Phase I, located at Fort Valley State University.
12. The Board approved the naming of Cora Nunnally Miller Small Animal Teaching Hospital at the University of Georgia.
13. The Board approved the acquisition of approximately 4.1 acres of real property located at 818 Joseph Lowery Boulevard in Atlanta for the Georgia Institute of Technology.
14. The Board authorized the execution of an amended and restated master lease agreement between the Board of Regents and MCG Health Inc.
15. The Board authorized the distribution of fiscal year 2017 Major Repair and Rehabilitation funds.

## **ADJOURNMENT**

There being no further business to come before the committee, the meeting adjourned at approximately 11:23 a.m. on Wednesday, August 10, 2016.

Appendix A

Board of Regents of the University System of Georgia  
2017 Healthcare Plan Designs

	Consumer Choice HSA <sup>€</sup>		Comprehensive Care		BlueChoice HMO Plan	Kaiser HMO Plan
	In-network	Out-of-network	In-network	Out-of-network	In-network	In-network
<b>Medical Benefits</b>						
Deductible—Single	<b>\$2,000</b>	<b>\$4,000</b>	\$500	\$1,500	None	None
Deductible—Family	<b>\$4,000</b>	<b>\$8,000</b>	\$1,500	\$4,500	None	None
Out-of-Pocket Maximum—Single	\$3,500	\$7,000	\$1,250	\$3,750	\$5,500	\$6,350
Out-of-Pocket Maximum—Family	<b>\$7,000</b>	\$14,000	\$2,500	\$7,500	\$9,900	\$12,700
Coinsurance (% network rate)	80%	60%	90%	60%	100%	100%
Preventive Care Visits	100%	60%	100%	Not covered	100%	100%
Physician's Office Visit	80%	60%	\$20 copay	60%	\$30 copay	\$20 copay
Online Visit and Minute Clinic Visit	80%	N/A	\$15 copay	N/A	\$15 copay	N/A
Specialist Office Visit	80%	60%	\$30 copay	60%	<b>\$60 copay</b>	\$25 copay
Outpatient Hospital Services	80%	60%	90%	60%	\$200 copay	\$100 copay
Inpatient Hospital Services	80%	60%	90%	60%	\$500 copay	\$250 copay
Urgent Care	80%	60%	\$35 copay	60%	<b>\$60 copay</b>	\$30 copay
Emergency Care	80%	80%	\$150 copay, then 90% after ded.		<b>\$300 copay</b>	\$250 copay
ABA Autism Therapy Coverage	80%	60%	\$20 copay/day	60%	\$30 copay/day	\$20 copay/day
	≤ 6 years w/ \$35,000 cap		≤ 6 years w/ \$35,000 cap		≤ 6 years w/ \$35,000 cap	≤ 6 years w/ \$35,000 cap
<b>Pharmacy Benefits</b>						
<b>Retail Rx - 30 day supply</b>						** Kaiser Pharmacy Only
Generic	80%		\$10 copay		\$10 copay	\$10 copay
Preferred Brand	80%		\$35 copay		\$35 copay	\$35 copay **
Non-preferred Brand	80%		20% w/ \$45 min & \$125 max		20% w/ \$45 min & \$125 max	\$35 copay **
<b>Mail Order - 90 day supply</b>						
Generic	80%		\$25 copay		\$25 copay	\$20 copay
Preferred Brand	80%		\$87.50 copay		\$87.50 copay	\$70 copay **
Non-preferred Brand	80%		20% w/ \$112.50 min and \$250 max		20% w/ \$112.50 min and \$250 max	\$70 copay **
<b>Pharmacy Out-of-Pocket Maximum</b>	Combined w/ medical OOPM		\$1,100/Member; capped at \$3,300		\$1,100/Member; capped at \$3,300	N/A
<b>Employer HSA Contribution</b>						
Dollar for dollar match	\$375 Single/\$750 Family		None		None	None

<sup>€</sup>All Services in the Consumer Choice HSA are subject to deductible except Preventative.

\*Red Bold indicates change in plan benefit from 2016 to 2017

**Appendix B**

**Board of Regents of the University System of Georgia  
2016/2017 Active Rates**

USG Health Benefit Premiums	2016				2017			
	Employee	Employee + Child	Employee + Spouse	Family	Employee	Employee + Child	Employee + Spouse	Family
<b>Employee Premium</b>								
Consumer Choice HSA	\$74.00	\$132.00	\$153.00	\$211.00	\$74.00	\$139.48	\$162.72	\$224.70
Comprehensive Care	\$173.00	\$310.00	\$362.00	\$501.00	\$177.00	\$333.12	\$388.64	\$536.70
BlueChoice HMO	\$188.00	\$337.00	\$393.00	\$543.00	\$195.04	\$365.58	\$426.50	\$589.00
Kaiser HMO	\$149.00	\$267.00	\$312.00	\$431.00	\$152.26	\$286.00	\$333.66	\$460.74
<b>Employer Cost</b>								
Consumer Choice HSA	\$400.00	\$721.00	\$842.00	\$1,162.00	\$413.03	\$728.92	\$850.41	\$1,174.36
Comprehensive Care	\$391.00	\$705.00	\$822.00	\$1,134.00	\$413.03	\$728.92	\$850.41	\$1,174.36
BlueChoice HMO	\$396.00	\$714.00	\$833.00	\$1,150.00	\$413.03	\$728.92	\$850.41	\$1,174.36
Kaiser HMO	\$325.82	\$587.66	\$685.10	\$945.90	\$332.92	\$587.32	\$685.20	\$946.16
<b>Total Premium</b>								
Consumer Choice HSA	\$474.00	\$853.00	\$995.00	\$1,373.00	\$487.03	\$868.40	\$1,013.13	\$1,399.06
Comprehensive Care	\$564.00	\$1,015.00	\$1,184.00	\$1,635.00	\$590.03	\$1,062.04	\$1,239.05	\$1,711.06
BlueChoice HMO	\$584.00	\$1,051.00	\$1,226.00	\$1,693.00	\$608.07	\$1,094.50	\$1,276.91	\$1,763.36
Kaiser HMO	\$474.82	\$854.66	\$997.10	\$1,376.90	\$485.18	\$873.32	\$1,018.86	\$1,406.90

## Appendix C

Board of Regents of the University System of Georgia  
2017 Retiree Tiers

Non Medicare Coverage Tier	2017 Monthly Plan Costs			
	Consumer Choice HSA	Comprehensive Care	Blue HMO	Kaiser HMO
NonMedicare Retiree Only	\$74.00	\$177.00	\$195.04	\$152.26
Employer NonMedicare Retiree Only	\$413.03	\$413.03	\$413.03	\$332.92
<b>Total Rates</b>	<b>\$487.03</b>	<b>\$590.03</b>	<b>\$608.07</b>	<b>\$485.18</b>
NonMedicare Spouse Only	\$88.72	\$211.64	\$231.46	\$181.40
Employer NonMedicare Spouse Only	\$437.38	\$437.38	\$437.38	\$303.78
<b>Total Rates</b>	<b>\$526.10</b>	<b>\$649.02</b>	<b>\$668.84</b>	<b>\$485.18</b>
One Child only	\$65.48	\$156.12	\$170.54	\$133.74
Employer One Child only	\$315.89	\$315.89	\$315.89	\$254.40
<b>Total Rates</b>	<b>\$381.37</b>	<b>\$472.01</b>	<b>\$486.43</b>	<b>\$388.14</b>
Children only	\$130.96	\$312.24	\$341.08	\$267.48
Employer Children only	\$631.78	\$631.78	\$631.78	\$508.80
<b>Total Rates</b>	<b>\$762.74</b>	<b>\$944.02</b>	<b>\$972.86</b>	<b>\$776.28</b>
NonMedicare Retiree + 1 Child	\$139.48	\$333.12	\$365.58	\$286.00
Employer NonMedicare Retiree + 1 Child	\$728.92	\$728.92	\$728.92	\$587.32
<b>Total Rates</b>	<b>\$868.40</b>	<b>\$1,062.04</b>	<b>\$1,094.50</b>	<b>\$873.32</b>
NonMedicare Spouse + 1 Child	\$154.20	\$367.76	\$402.00	\$315.14
Employer NonMedicare Spouse + 1 Child	\$753.27	\$753.27	\$753.27	\$558.18
<b>Total Rates</b>	<b>\$907.47</b>	<b>\$1,121.03</b>	<b>\$1,155.27</b>	<b>\$873.32</b>
NonMedicare Retiree + NonMedicare Spouse	\$162.72	\$388.64	\$426.50	\$333.66
Employer NonMedicare Retiree + NonMedicare Spouse	\$850.41	\$850.41	\$850.41	\$685.20
<b>Total Rates</b>	<b>\$1,013.13</b>	<b>\$1,239.05</b>	<b>\$1,276.91</b>	<b>\$1,018.86</b>
Family (NonMedicare Retiree + NonMedicare Spouse + Child(ren))	\$224.70	\$536.70	\$589.00	\$460.74
Employer Family (NonMedicare Retiree + NonMedicare Spouse + Child(ren))	\$1,174.36	\$1,174.36	\$1,174.36	\$946.16
<b>Total Rates</b>	<b>\$1,399.06</b>	<b>\$1,711.06</b>	<b>\$1,763.36</b>	<b>\$1,406.90</b>
Family (NonMedicare Retiree + Child(ren))	\$224.70	\$536.70	\$589.00	\$460.74
Employer Family (NonMedicare Retiree + Child(ren))	\$1,174.36	\$1,174.36	\$1,174.36	\$946.16
<b>Total Rates</b>	<b>\$1,399.06</b>	<b>\$1,711.06</b>	<b>\$1,763.36</b>	<b>\$1,406.90</b>
Family (NonMedicare Spouse + (Child(ren)))	\$224.70	\$536.70	\$589.00	\$460.74
Employer Family (NonMedicare Spouse + (Child(ren)))	\$1,174.36	\$1,174.36	\$1,174.36	\$949.16
<b>Total Rates</b>	<b>\$1,399.06</b>	<b>\$1,711.06</b>	<b>\$1,763.36</b>	<b>\$1,406.90</b>

Appendix C (continued)

Board of Regents of the University System of Georgia  
2017 Retiree Tiers

Pre-65 Medicare Coverage Tier	2017 monthly Plan Costs			
	Consumer Choice HSA	Comprehensive Care	Blue HMO	Kaiser HMO
Pre-65 Medicare Retiree or Pre-65 Medicare Spouse Only or Medicare Child Only 26+	\$74.00	\$138.24	N/A	\$111.24
Employer Pre-65 Medicare Retiree or Pre-65 Medicare Spouse Only or Medicare Child Only 26+	\$413.03	\$451.79	N/A	\$373.94
<b>Total Rates</b>	<b>\$487.03</b>	<b>\$590.03</b>	<b>N/A</b>	<b>\$485.18</b>
Pre-65 Medicare Retiree or Pre-65 Medicare Spouse + 1 Child	\$139.48	\$294.36	N/A	\$244.98
Employer Pre-65 Medicare Retiree or Pre-65 Medicare Spouse + 1 Child	\$728.92	\$767.68	N/A	\$628.34
<b>Total Rates</b>	<b>\$868.40</b>	<b>\$1,062.04</b>	<b>N/A</b>	<b>\$873.32</b>
NonMedicare Retiree + Pre-65 Medicare Spouse	\$148.00	\$315.24	\$426.50	\$263.50
Employer NonMedicare Retiree + Pre-65 Medicare Spouse	\$865.13	\$923.81	\$850.41	\$755.36
<b>Total Rates</b>	<b>\$1,013.13</b>	<b>\$1,239.05</b>	<b>\$1,276.91</b>	<b>\$1,018.86</b>
Pre-65 Medicare Retiree + Pre-65 Medicare Spouse	\$148.00	\$276.48	N/A	\$222.48
Employer Pre-65 Medicare Retiree + Pre-65 Medicare Spouse	\$865.13	\$962.57	N/A	\$796.38
<b>Total Rates</b>	<b>\$1,013.13</b>	<b>\$1,239.05</b>	<b>N/A</b>	<b>\$1,018.86</b>
Pre-65 Medicare Retiree + NonMedicare Spouse	\$162.72	\$349.88	N/A	\$292.64
Employee Pre-65 Medicare Retiree + NonMedicare Spouse	\$850.41	\$889.17	N/A	\$726.22
<b>Total Rates</b>	<b>\$1,013.13</b>	<b>\$1,239.05</b>	<b>N/A</b>	<b>\$1,018.86</b>
Family (NonMedicare Retiree + Pre-65 Medicare Spouse + Child(ren))	\$213.48	\$471.36	\$589.00	\$397.24
Employer Family (NonMedicare Retiree + Pre-65 Medicare Spouse + Child(ren))	\$1,185.58	\$1,239.70	\$1,174.36	\$1,009.66
<b>Total Rates</b>	<b>\$1,399.06</b>	<b>\$1,711.06</b>	<b>\$1,763.36</b>	<b>\$1,406.90</b>
Family (Pre-65 Medicare Retiree + NonMedicare Spouse + Child(ren))	\$228.20	\$506.00	N/A	\$426.38
Employer Family (Pre-65 Medicare Retiree + NonMedicare Spouse + Child(ren))	\$1,170.86	\$1,205.06	N/A	\$980.52
<b>Total Rates</b>	<b>\$1,399.06</b>	<b>\$1,711.06</b>	<b>N/A</b>	<b>\$1,406.90</b>
Family (Pre-65 Medicare Retiree + Child(ren))	\$213.48	\$432.60	N/A	\$356.22
Employer Family (Pre-65 Medicare Retiree + Child(ren))	\$1,185.58	\$1,278.46	N/A	\$1,050.68
<b>Total Rates</b>	<b>\$1,399.06</b>	<b>\$1,711.06</b>	<b>N/A</b>	<b>\$1,406.90</b>
Family (Pre-65 Medicare Spouse + Child(ren))	\$213.48	\$432.60	N/A	\$356.22
Employer Family (Pre-65 Medicare Spouse + Child(ren))	\$1,185.58	\$1,278.46	N/A	\$1,050.68
<b>Total Rates</b>	<b>\$1,399.06</b>	<b>\$1,711.06</b>	<b>N/A</b>	<b>\$1,406.90</b>
Family (Pre-65 Medicare Retiree + Pre-65 Medicare Spouse + Child(ren))	\$213.48	\$432.60	N/A	\$356.22
Employer Family (Pre-65 Medicare Retiree + Pre-65 Medicare Spouse + Child(ren))	\$1,185.58	\$1,278.46	N/A	\$1,050.68
<b>Total Rates</b>	<b>\$1,399.06</b>	<b>\$1,711.06</b>	<b>N/A</b>	<b>\$1,406.90</b>

Appendix D

Board of Regents of the University System of Georgia  
2017 GRA Plan

USG Health Benefits Plan Design	In-network	Out-of-network	
<b>Medical Benefits</b>			
Deductible - Single	\$3,250		\$6,500
Deductible - Family	\$6,500		\$13,000
Out-of-Pocket Maximum-Single	\$5,250		\$10,500
Out-of-Pocket Maximum-Family	\$10,500		\$21,000
Coinsurance (% network rate)	50%		50%
Preventative Care Visits	100%		Not Covered
Office Visit	Coin after ded		Coin after ded
Outpatient Hospital Services	Coin after ded		Coin after ded
Inpatient Hospital Services	Coin after ded		Coin after ded
Urgent Care	Coin after ded		Coin after ded
Emergency Care	Coin after ded		Coin after ded
<b>Pharmacy Benefits</b>			
Deductible - Single	\$500		Not Covered
Deductible - Family	\$1,000		Not Covered
Coinsurance	50% after ded		Not Covered
Out-of-Pocket Maximum - Single	<b>\$1,900</b>		Not Covered
Out-of-Pocket Maximum - Family	<b>\$3,800</b>		Not Covered
<b>Monthly Rates</b>	<b>2017 Plan Costs</b>	<b>2017 Employee Contribution</b>	<b>2017 Employer Contribution</b>
Employee Only	\$406	\$94	\$312
Employee + Child; Employee + Children	\$731	\$419	\$312

### *12.9 Programs Serving Minors*

University System of Georgia (USG) institutions periodically conduct, sponsor or host programs designed to serve minors who are not enrolled as students, including but not limited to camps, clinics, after school programs and activities. Employees and volunteers associated with these programs who are reasonably anticipated to have direct contact or interaction with minor program participants must be appropriately pre-screened and trained. Institution presidents are responsible for establishing institution-level procedures to implement these requirements consistent with this policy and with any implementing procedures established by the Chancellor or the Chancellor's designee. Institution presidents shall submit a copy of their institutional procedures as directed by January 1, 2017. This policy will become effective for programs starting on or after May 1, 2017.