

Benefits Advisory Committee (BAC)
June 9, 2016
Minutes of the Meeting

[In these minutes: Employee Benefits Update; StayWell Program Review; Wellness Program Changes for 2016-2017; Dental Program Follow-Up]

PRESENT: Tina Falkner (chair), Ted Litman, Amos Deinard, Jodi Ebert, Terri Wallace, Sue Jackson, Pam Enrici, Cynthia Murdoch, Dale Swanson, Karen Ross, Brenda Reeves, Ken Doyle, Joe Jameson, Jennifer Schultz, Fred Morrison, Scott Marsalis

REGRETS: Amy Monahan

ABSENT: Karen Connaker, Keith Dunder, Ken Doyle

GUESTS: Karen Chapin, health programs manager, Office of Human Resources; Kathy Pouliot, benefits services manager, Office of Human Resources; Ryan Reisdorfer, assistant health programs manager, Office of Human Resources; Ken Horstman, director, Office of Human Resources; Doug Swyter, financial analyst, Employee Benefits, Office of Human Resources; Liz Roberts, benefits specialist, Office of Human Resources, Laura Manydeeds, wellness program administrator, Office of Human Resources; Emily Johnson benefits specialist, Employee Benefits; Michele Johnston, employee benefits financial specialist, Employee Benefits; Joshua Anderson, communication manager, Wellness Programs, Office of Human Resources

Dale Swanson, vice chair, welcomed the committee.

1. Employee Benefits Update: Ken Horstman, director, Office of Human Resources (OHR), introduced new Employee Benefits staff members Emily Johnson, benefits specialist, and Michele Johnston, employee benefits financial specialist, to the committee.

2. StayWell Program Review: Karen Chapin, health programs manager, OHR, welcomed Tera King, Bailee Phenix, and Dr. David Gregg from The StayWell Company, who provided the following overview of UPlan usage and participation for the 2015-2016 year:

- Year to date, 20% of individual-status participants have achieved the required point totals for premium reduction. Of those with family coverage, 17% achieved their required point totals. This compared to 14% and 10%, respectively, at the same time in the previous year.
- About 54% of UPlan employees participated in the Wellness Assessment, while 46% of total plan participants took part.
- UPlan participants considered low risk were 57% of total participants, while 39% were deemed moderate risk, and 4% high risk. These numbers matched exactly the StayWell book of business. The trend over the past few years shows an increase in the percent of UPlan members considered low risk.
- For employees, the most prevalent risk factors were stress, weight, and associated consequences such as cholesterol and blood pressure. Spouses showed similar risks, except they indicated higher weight risk and lower stress risk than employees.

- The primary stressor for those at risk for stress is job duties.
- Repeat Wellness Assessment participants were 79% of total participants.
- Average number of risks per person fell from 2.38 to 2.33, and was less than the StayWell book of business norm of 2.4.
- Benchmarking tools show the University scores favorably when compared to other universities and large employers in wellness program best practices.
- UPlan participants in the Wellness Assessment stated they were 33.1% very satisfied and 32% satisfied with the program. Only 5.6% were very dissatisfied.
- Of those who participated in the Health Coaching option 92% indicated they were satisfied or very satisfied. Less than 1% indicated they were very dissatisfied.
- Feedback indicated dissatisfaction with the gap between completing an activity and point awards being granted, limited options for outstate employees, portal functionality, and outbound call process frustration. StayWell is exploring more options for outstate employees and working to update the program points more quickly. They are also continually working to make the portal more effective.

Cynthia Murdoch expressed dissatisfaction with portal cell phone compatibility and Scott Marsalis expressed dissatisfaction with the risk assessment tool; for instance, he disputed the value of BMI as an indicator of health. StayWell acknowledged that BMI is not perfect but it is what the industry uses right now, and added that other formulas, such as the alcohol usage formula, have changed. In response to a question as to whether there has been a return on the investment in the wellness program, Chapin said that previous studies have shown there is a return. She did not have the specific number of the return per dollar.

Chapin thanked the StayWell representatives for their time. Terri Wallace then shared the following feedback from the Employee Benefits Survey sent to participants:

- The total number of comments received was 152. Of those, 100 were positive.
- People would like supervisors to be more flexible to allow for participation in wellness offerings. Some employees are discouraged from attending.
- Health coaching received mostly positive comments.
- Points are too slowly recorded, and they should be measured by time commitment.
- System campuses want more fitness center options. Extension employees have so many fewer options to earn points.
- There should be points added for walking, not just biking.
- Weight Watchers should be more private.
- The system is intrusive.
- The system penalizes those who are already healthy.

3. Wellness Program Changes for 2016-2017: Chapin announced the following changes for the upcoming year:

- More programming is being directed at stress management.
- In addition to the flu shot and nontobacco pledge, the plan will add an advance care directive pledge and a volunteerism pledge, both for 25 points each.
- Health Trails, an online action program that focuses on fitness, nutrition, and stress management, will be set up as a six to eight-week challenge in early 2017.

- A “digital workshop,” which is a video-learning experience related to metabolic syndrome, will be added to the health care videos.
- Morris will be adding a program called Stress Less, which focuses on stress management strategies and mindfulness programming.
- Stress Check-ins through Boynton will offer focused coaching sessions that are related to stress and its impact on physical and mental health.
- A core financial education class called “Four Cornerstones of Financial Literacy” will be added. Enrollment will be capped at twenty and attendees must commit to all four sessions.
- Healthy Foods, Healthy Lives will add a second level for those who have completed the first level.
- Healthy Dining through FlexDINE and Gopher Gold will encourage purchase of healthy dining options through the University commercial dining facilities.

4. Dental Program Follow-Up: Doug Swyter, financial analyst, Employee Benefits, OHR, shared data on the percentage of dental plan participants who reach the plan maximum of \$1800. He said that the 75-84-year-old age group had the highest percentage reaching the maximum at 23%. Costs also peak during the prime orthodontia years, from ages ten to seventeen, he said.

Horstman then shared estimates for what the cost to the dental plan might be if the annual maximum were to be increased. He gave the following estimates:

- If the maximum were increased to \$2000, the total annual cost to the plan would be \$215,000.
- For a maximum of \$2500, the total annual cost to the plan would be \$600,000.
- For a \$3000 maximum, the cost increase would be 875,000.
- To provide unlimited benefits the low estimate for cost would be \$1,115,000.

Professor Fred Morrison wondered about adding a higher tier plan that increased the maximum, but decreased the coinsurance from 80% down to 50%. Chapin said she would have to check in to see if that is a type of plan that providers would administer.

Chapin concluded the meeting by stating that if individuals have ideas for agenda items for the upcoming year, members should email those ideas to her and Falkner. Falkner suggested inviting Dave Golden, director of public health and communications, Boynton Health, to a meeting.

Having no further business, the meeting was adjourned.

Patricia Straub
University Senate Office