

**Benefits Advisory Committee (BAC)**  
**December 14, 2023**  
**Minutes of the Meeting**

[In these minutes: Welcome and Call to Order; Employee Benefits Update; Lyra Presentation; Medica Utilization and Care Management Programs]

**PRESENT:** Dale Swanson (chair), Linda Blake, Lynn Blewett, Mary Blissenbach, Kirsten Cegia, Scott Creer, Kim Dery, Rikita Davis, Alexis Elder, Shannon Farrell, Laura Fiero, Dawn Fogel, Nancy Fulton, Katie Kolodge, Susan Kratz, Shane Lueck, Kim Little, Jennifer Marshall, Bibhu Panda, Ryan Reisdorfer, Shereen Sabet, Carmen Sims, Curtis Swenson, Greg Thurston, Christel Webber

**GUESTS:** Kirsten Cegis, Lyra senior customer success manager, Ken Schellhas, Medica senior medical director

**1. Welcome and Call to Order**

Chair Dale Swanson welcomed the committee, called the meeting to order, and reminded people that nominations for the 2024-25 chair and vice chair will be sought early next year early in the year.

**2. Employee Benefits Update**

Ryan Reisdorfer provided the following reminders to the group:

- Health Savings Accounts (HSA) and Flexible Spending Accounts (FSA) have a new spending account as of January 1, 2024.
- The new provider for the FSA and HSA accounts is HSA BANK.

Identification Card(ID) information for 2024:

- Medical- New ID cards will be mailed to everyone
- Delta Dental- New cards for new members and members who change their plan
- Pharmacy- Prime Therapeutics will only send out cards to new members
- FSA/HSA- New debit cards will be sent out in early January.

**3. Lyra Presentation**

Kirsten Cegis, senior customer success manager at Lyra, gave a [presentation](#) on the University's Employee Assistance Program (EAP). Lyra was chosen as the University's EAP provider on January 1, 2023. Cegis provided information on the use of the program by employees, engagement in webinars, and access to the program. Cegis also provided usage data from the past year. Cegis added that in 2024, Lyra will be launching a program called "Lyra for Teens" which will directly help address the mental health of kids 13-18 years of age.

Cegis opened the floor for questions and was asked how the University's utilization of the program compares to other institutions of comparable size. Cegis replied that right now utilization is a little less than other institutions. Ryan Reisdorfer advised that these numbers may seem low, but employees are using their medical insurance for their mental health services as well.

**4. Medica Utilization and Care Management Programs**

Ken Schellhas, Medica's senior medical director, shared a [presentation](#) on Medica's Utilization Management and Care management programs that included a brief explanation of what the programs are and how they work to help members.

Schellhas opened the floor to questions and was asked if there have been discussions around Insurance companies passing on the charges for medical messaging. Schellhas acknowledged that Medica will need to discuss that going forward to ensure they are aware of the pass-through cost and what that means for employees.

With nothing additional, Swanson adjourned the meeting.

Deena Barker  
University Senate Office